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route de Ferney 150
P.O.Box 2100, 1211 Geneva 2

M I N U T E S

OF THE

MEETING OF THE EXECUTIVE COMMITTEE

OF THE

WORLD COUNCIL OF CHURCHES

22 - 29 September 1990

Meeting held at
Granvollen, Norway

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FOREWORD

The Executive Committee was held at the Granvollen Centre in Gran, north of Oslo, Norway, at the invitation of the Church of Norway.

On Sunday 23 September, members of the Executive Committee and staff were invited to local congregations in the area around Oslo where they were warmly welcomed. They had the opportunity to visit homes and received generous hospitality before being taken to the Conference Centre at Gran.

On the evening of Monday 24 September, there was a presentation by the Norwegian churches introduced by Mr Per Voksoe, Moderator of the Council on Foreign Relations of the Church of Norway and a member of the Executive Committee. Speakers included Bishop Andreas Aarflot, Bishop of Oslo, Chairman of the Bishops' Conference; Rev. Johannes Ulltveit-Moe, Director of the National Council of the Church of Norway; and Rev. Trond Bakkevig, General Secretary of the Department on Foreign Relations of the Church of Norway.

Ms Kristin Norseth of the Norwegian Missionary Society spoke about the Society's work, emphasising the special interest of Norwegians in serving in the field of mission. The General Secretary of the Norwegian Baptist Union, Rev. Per Midteide, spoke on behalf of the Free Church Council, which represents ten churches (including the Methodist Church, the Mission Covenant Church, the Baptist Church, and the Pentecostals), and youth representative Ms Siv Limstrand gave a lively account of her work among young people.

On Wednesday 26 September members of the Executive Committee and staff were taken on an excursion to Lillehammer where they had the opportunity to visit the open-air museum and learn something about Norwegian life. The visit concluded with a service of worship led by Rev. Magnor Langset in Garmo Church, Lillehammer, a 'Stave' church dating from the 11th century.

*

On 21-22 September, prior to this session of the Executive Committee, an ad hoc meeting to discuss 'the financial freedom of the new Central Committee' was held at the IMI Hotel in Oslo and attended by nine members of the Executive and Central Committees, and a number of staff (referred to as the Oslo Finance meeting).

On the evening of Saturday 22 September those present in Oslo were invited to a reception by the Minister of Foreign Affairs, the Rev. Kjell Magne Bondevik.



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WORLD COUNCIL OF CHURCHES
EXECUTIVE COMMITTEE MEETING

Granvollen, Norway
22 - 29 September 1990

OPENING ACTIONS

A. Worship

Opening Worship was led by Prost Ingemann Ellingsen, Dean of Gran, in Gran Church on Sunday evening 23 September; Bishop Georg Hille, Bishop of Hamar, preached the sermon.

Daily worship took place in Gran Church. Morning worship was led by members of the Executive Committee including Rev. Dr Lois Wilson, Archbishop Khotso Makhulu, Dr Oscar McCloud, Great Protopresbyter Dr Georges Tsetsis, Ms Annathaie Abayasekera, and Dr Heinz Joachim Held. Evening prayers were led by Mr Per Voksoe assisted by the organist of the church, Ms Kari Lette Pollestad Moghaug.

B. Introduction

The Moderator convened the meeting at 9.00 hrs on Monday 24 September, noting that this was the last full meeting of this Executive Committee. He expressed appreciation to the Church of Norway for the warm welcome offered to members of the Committee and staff, mentioning in particular Bishop Georg Hille, Bishop of the Diocese in which the meeting was taking place, and Prost Ingemann Ellingsen who had greeted participants during the Opening Worship in his church the previous evening. The Moderator expressed thanks also to Rev. Trond Bakkevig, General Secretary of the Council on Foreign Relations of the Church of Norway who was responsible for the organisational arrangements.

C. Roll call

The General Secretary called the roll of those attending and presented apologies from His Eminence Chrysostomos, Metropolitan of Myra; Dame Nita Barrow, Dr Marga Bührig, His Eminence Metropolitan Dr Paulos Mar Gregorios, His Beatitude Ignatios IV, His Eminence Metropolitan Antonie of Transylvania, His Grace Archbishop Athanasios of Beni-Souef, and Mr Bena-Silu.

D. Minutes

The minutes of the meeting held at the Ecumenical Institute, Bossey, near Geneva, on 23-24 March 1990, having been previously circulated, were confirmed.

E. Adoption of agenda and timetable

The General Secretary presented a revised agenda and timetable, which with some amendments were adopted. Some changes in the agenda for Sub-committee work were also noted.

F. Presentation of New Revised Standard Version of the Holy Bible

Dr Talbot, Vice-Moderator, introduced Dr Arthur Van Eck, of the National Council of the Churches of Christ in the USA (NCCCUSA), Director of the project to make a new English translation of the Holy Bible.

Dr Van Eck spoke about the NCC's concern to have an accurate and scholarly translation of the Scriptures as opposed to the more popular paraphrases produced in recent years. The first Revised Standard Version (RSV) was published in 1952, since when some 60-70 million copies have been sold. But language is constantly changing, and in the intervening period a number of archeological discoveries have been made. Since 1973 a group of 30 women and men have been working on a new translation, using the most ancient texts available. It is seen as an ecumenical translation, as the group included Orthodox, Protestant, Roman Catholic and Jewish representation.

Members of the Executive Committee were each presented with a copy of the NRSV. In thanking Dr Van Eck, the Moderator made reference to Bishop Eivind Berggrav of Norway, one of the pioneers of the ecumenical movement and a former President of the United Bible Societies.

2. REPORT OF THE GENERAL SECRETARY

In his introduction, Dr Castro emphasised the importance of the final preparatory work for the assembly which was to be the main emphasis of this last full meeting of the Executive Committee prior to Canberra. He expressed gratitude to Dr Avery Post and the members of the Assembly Planning Committee (APC), which had met the previous week in Geneva, for their devoted work in preparation for the Assembly.

He then gave a brief survey of recent events in the life of the Council and mentioned a number of situations in different parts of the world in which the WCC and its member churches had been involved during the past few months.

A. Visit of Dr Nelson Mandela: This was a very special occasion, and provided new courage for the continuing struggle against apartheid. It was moving to realise that those who are paying such a heavy price by their efforts to liberate their people and their nation can remain aware that those in the oikoumene know about and understand their cause.

Yet violence among the black people of South Africa continues, and we can only wait for them to find solutions to their dilemmas. Meanwhile, the churches there are concentrating their efforts for

reconciliation, and a meeting, convened by the South African Council of Churches and the Dutch Reformed Church, is planned for early November to bring together all the churches - white and black - after 30 years of separation. The WCC has seconded Rev. Barney Pitso, Director of the Programme to Combat Racism, to coordinate this event.

B. In Africa as a whole, churches are being called upon to play a more public role than they have done in the past. In many cases they are called to speak on behalf of the people, to plead for multi-party systems and a new awareness of human rights. There is evidence of the prophetic role being played by churches in Zaire and in Kenya, denouncing corruption and taking a strong stand; in Liberia they are playing a mediating role together with Muslim leaders in attempts to bring the different warring factions to the negotiating table; and in Mozambique they have been instrumental in bringing together the government and the liberation movement for conversations which may bring an end to the violence in that stricken country.

Peace missions, pastoral visits and support, closer cooperation with the AACC - these could be part of a mandate for a more concentrated effort on the part of the Council to help many countries in Africa in the coming months.

C. The interest in developments in Central and Eastern Europe has been maintained and is manifest in the work of the Council as well as that of the other ecumenical organisations. CEC invited church leaders from Eastern Europe to help analyse the situation and this provided opportunity also for bilateral exchanges. In May a meeting took place in Moscow organised together with LWF and WARC in an attempt to rediscover new potentials for mission.

The Moderator visited churches in the Soviet Union, Poland and Romania, and staff have also visited Romania together with CEC to assess the needs there. CICARWS sent a team to study the consequences of Chernobyl and to seek ways for the Council to respond to that tragedy.

The search for a new European self-identity as well as for new values is becoming a fundamental issue and this debate is taking place in various contexts. The people of the former GDR are asking how something can be preserved out of their experience of the past 40 years.

Struggles around questions of ethnic identity continue in many parts of Central and Eastern Europe including Armenia, Georgia, Moldavia and Yugoslavia. Churches in some of these nations are facing new internal tensions sometimes resulting from an upsurge of fundamentalism, while in others there is a new emphasis on ecumenism. The new freedom being experienced by these nations as they escape from the framework laid down by the rules of the one-party system mean that they have to discover new roots from where they can start afresh and develop a constructive future. There is a tremendous need for educational materials and personnel; now that religion can be taught again in schools, the teachers themselves need to receive some religious instruction.

D. Gulf conflict: Although there were some positive steps to report in the Middle East region earlier in the year, conflicts were continuing and the situation was accepted in a fatalistic way. But the invasion of Kuwait has brought the region to the attention of the whole world. The Council was clear in denouncing the invasion and demanding the retreat of Iraqi troops, and a pastoral letter was sent to the churches in the Middle East assuring them of our solidarity. There is close involvement through CICARWS and the MECC in aiding the refugees and providing assistance to migrant workers who have no protection, having lost their jobs and their livelihood.

E. Latin America: Dr Castro spoke of his official visit to Chile: after all the years of solidarity with the churches and the people this was a moment for them to express their gratitude. A delegation would shortly visit Peru, where the guerilla movement with its unique ideology imposes even greater sacrifices on the poorest of the poor. Its task is to assess the potentialities of the ecumenical community to help in such a seemingly impossible situation.

In this continent two problems demand particular theological reflection and participation: how to handle the past and perceive that forgiveness is granted through the mediation of the victims; and secondly, how to give credit to democracy. There are no more military dictatorships and elections are free - but what does this mean for the poor? Poverty is rampant and more widespread than in the past.

F. Asia: The situation in Sri Lanka continues to deteriorate; two staff members visited the country in August but remained pessimistic in view of the great disarray. Dr Castro also made reference to his forthcoming private visit to Singapore.

DISCUSSION OF GENERAL SECRETARY'S REPORT

Bishop Toth spoke on the question of whether or not it was proper in the new situation to maintain the regional 'category' of Eastern Europe. He felt that, even if we referred to these countries as 'European', we would not change the reality; it will be a long time before the mentality of the people can be changed. We have to ask whether the churches should be allowed to forget the lessons they were forced to learn during those difficult years, or keep them in mind for the benefit of the whole of Christianity.

He emphasised that the situation of the Protestant minority churches in Eastern and Central Europe deserves some attention. Many are caught between the RCC (seen as the resisting church that opposed the communist regimes, even though they were in many cases forced to cooperate to some extent) and the Orthodox majority churches which are seen as 'national' churches representing the national identity. There is a temptation to regard the church as a national, cultural, political entity, but this diverts them from their true vocation of witnessing to the Gospel of Jesus Christ and siding with those who are suffering in this period of political and economic transition. Although 'free' elections are taking place these have not automatically resulted in the creation of democratic institutions which have yet to be developed. Meanwhile the former mechanisms remain and the dictatorial instinct is still present.

Bishop Toth reiterated the General Secretary's statement that the churches are facing tremendous challenges, both internally and externally. How should they respond to the new socio-political situation, and how can they reorganise their internal life to enable them to cope with the new situation?

Dr Wilson provided some further background on recent events in Quebec where the indigenous people had taken a strong stand, refusing to be evicted from land that belongs to them. Although they turned to the churches for help, little was done, and the bitterness felt by the indigenous people will take a long time to heal. This will have an effect on their participation in Canberra and the Council should be aware of the critical voice they are likely to bring.

The General Secretary reported that he had had some correspondence on the matter with the Prime Ministers of Canada and Quebec. Even though we may be sympathetic to the claims of indigenous people in Canada and elsewhere, the same kind of claim is being used in Fiji to limit the rights of the majority group of Indians. The whole question of juridical rights has yet to be analysed and a different approach found to these issues.

The churches in Africa are trying to digest what has been happening in Europe and in the process they are raising many questions, said Dr Tolen. Ethnic questions may need to be looked at afresh, and Vancouver's emphasis on Gospel and culture could come to the fore again in Canberra.

On the Gulf crisis, Dr Tolen asked whether it is sufficient for the WCC simply to provide aid and to state that it is not acceptable to solve a conflict by force. If the current problem is to be solved, those concerned must go to the negotiating table and work out all the problems affecting the region. Clearly this is a very difficult task and one that could provoke criticism, but he felt the WCC should be prepared to accompany people and countries which do not have experience of democracy, and help them see how they can live in diversity and see it as something positive.

Mr Faa'alo asked that the concern of the Pacific region about the dumping of nuclear waste in the Pacific be reflected in the work of the Council.

Ms Kaddu asked that more attention be given to the serious situation in West Africa as a whole and Liberia in particular, where issues of justice and peace are ignored and the churches require support and encouragement in face of continuing violence. The General Secretary responded the World Council is involved in the mediating process but the situation remained very delicate.

REPORT ON UNIT ACTIVITIES

Reports on the work of the sub-units was summarised by the Unit Staff Moderators: Professor Sabev for Unit I, Ms Ruth Sovik for Unit II, and Ms Mercy Amba Oduyoye for Unit III.

Unit I

The Commission on World Mission and Evangelism (CWME) is exploring ways of assisting member churches and mission agencies in their work of equipping local churches for mission. A School on Evangelism was held in Australia, and two more are planned for 1991; in cooperation with CEC a workshop on "Missionary Congregations in Secularised Europe" was held for mission enablers. CWME also organised a workshop to identify issues and methods and to plan for a study of the challenges of renewal movements and popular religiosity for mission and unity.

Urban Rural Mission (URM) has published reflections on the ecclesial implications of the grassroot movement and the suffering and struggles of the people entitled "The People of God - Church?" A seminar took place in Senegal with the participation of Muslims involved in action groups, giving opportunity for a preliminary sharing of the implications of people's struggles for their own faith. The follow-up will be done in cooperation with the Dialogue sub-unit.

The Orthodox Advisory Group met in June to identify ways of mobilising Orthodox churches in diaspora for greater involvement in the life of CWME and to help them reflect on the missiological implications of the Assembly theme.

The Dialogue sub-unit has prepared a first draft of Ecumenical Considerations on Muslim-Christian Dialogue (Guidelines for the Churches), on the basis of discussions which have taken place in different regions of the world during the past four years. The four-year study on "My Neighbour's Faith and Mine" was brought to a conclusion at a consultation on Theology of Religions held in January, bringing together leading theologians from Protestant, Roman Catholic and Orthodox traditions.

The fifteen guests of other faiths who are invited to the Canberra Assembly met together in Hong Kong in August to prepare for the issues discussion at the Assembly.

The work of Church and Society has focused almost exclusively on preparations for the Assembly, and in particular on the preparatory meeting on sub-theme I - "Giver of Life - sustain your Creation!" - held in Malaysia in May, the report of which is an important contribution to the thinking on this sub-theme and will be shared with delegates working on it. Besides follow-up work on the JPIC World Convocation dealing with the 'greenhouse effect', the sub-unit has begun plans for coordinating the participation of churches and religious bodies in the 1992 UN Conference on Environment and Development.

The Faith and Order sub-unit completed work on "Baptism, Eucharist and Ministry 1982-1990 - Report on the Process and Responses" which was published in July 1990. A consultation was held in Armenia in July to prepare a statement on "The Unity of the Church - Gift and Calling" for use at Canberra and, if affirmed, for possible inclusion in the Assembly report. This visit also offered an opportunity for contacts with the Armenian church and people.

The Standing Commission met in Scotland in August when two study documents were finalised: "Church and World - the Unity of the Church and the Renewal of the Human Community" and "Confessing One Faith", a major result of the study "Towards the Common Expression of the Apostolic Faith Today". The Commission also began to develop plans for the Faith and Order World Conference in 1993.

Unit II

The CCIA has continued to be involved in a variety of areas around the world. A visit was made to Sri Lanka in August where the continuing conflict has resulted in the death of many civilians; CCIA is in contact with the churches and the government, and CICARWS is involved in humanitarian programmes for those who have been displaced. Joint CCIA/CICARWS efforts also continue in Indochina, particularly Kampuchea. A visit to China is planned in October regarding the China Christian Council's possible membership in the WCC, and reports on recent detentions of Roman Catholics and a number of Protestants will be looked into.

In Africa the situation in Ethiopia remains difficult with negotiations at a standstill and the consequences of the Gulf crisis affecting both Ethiopia and Sudan. CICARWS is involved in the shipment of food from the south to the north of Ethiopia. The churches in Liberia are anxious to play a mediating role and may well have an important task there. Continuing attention must be given also to consultation with the churches in Kenya.

Contacts are maintained with Jordan, Egypt and Iraq, and it is hoped to make visits to these countries.

In Latin America, CCIA is following events in Guatemala, El Salvador and Nicaragua, and a visit to Peru is planned in October. CCIA also continues to monitor the situation in the Pacific, and is in contact with the churches regarding the proposed dumping of chemical weapons.

CCIA continues to be represented at meetings of the UN both in Geneva and New York, which is particularly important at this time when there is more UN intervention in global issues than in the past.

CCPD continues its work in preparation for the ecumenical statement on Churches' and Christians' Responsibility in Economic Life, and held three meetings - in Zambia concentrating on women and the economy, in Bangkok looking at religions and economic life, and in Bossey on economy and theology.

A booklet was completed entitled "The Political Economy of the Holy Spirit" emphasising CCPD's perspective and will be distributed to assembly delegates.

Meetings of regional network coordinators have taken place in Bangkok, Chile and Brazzaville.

With the completion of the ten-year study on Health, Healing and Wholeness in 1989, CMC has started to put the findings into practice. Attention is being given to listening to the churches' needs

and a series of meetings of concerned persons involved in health care is being organised.

Training workshops on Community-based Health Care Development have been held in several countries of West and Central Africa, as well as in Europe. Other activities include continuing work on Aids, and the issue of pharmaceuticals, especially the use of corrupt marketing strategies and dumping products in the third world; workshops with the World Health Organisation (WHO) are planned to look at the proper role of hospitals on the one hand and community-based health care development on the other.

An evaluation of CMC over the last seven years was undertaken and the results discussed by the Commission's Officers in July.

CICARWS regional group meetings were held earlier in the year to look at regionalisation for ecumenical solidarity; a workshop on human resource development is to take place in the Pacific in cooperation with CMC and the Adult Education desk in October.

A visit was made to the Historic Black Churches in the USA in an attempt to develop closer dialogue. Possibilities for interaction and linkages with other community development organisations in other parts of the world were looked at.

A delegation went to the USSR to study possibilities for follow-up of the Chernobyl disaster and to establish what help can be provided in view of the lack of equipment and medicines in the Soviet Union.

PCR has concentrated mainly on Southern Africa and there is close collaboration with the national coordinating committee of South Africa to assist the repatriation of those returning from exile, in collaboration with the Refugee Service of CICARWS. Several requests for PCR staff to be more closely involved in developments in South Africa have had to be refused due to the current ban on WCC staff travel there; this has led the PCR Commission to look afresh at the position, and the Executive Committee is being asked to reconsider the matter.

Efforts are being made to arrange some South-South and South-North exchanges to allow for an integrated response to issues relating to indigenous peoples at the assembly.

Racism in Europe was the subject of a meeting in Paris in May at a time when anti-semitic activities were prevalent in Europe, especially in France. It became clear that there are instances of racism in Eastern and Central Europe also, although this issue has been somewhat overshadowed by recent political events.

Unit III

The Sub-unit on Women has been facilitating the staff group working on the participation of women in the Assembly, and staffing the Assembly Women's office. A special issue of "Women in a Changing World" has been produced to help prepare women participants and suggesting ways to maximise their participation in the various programmes being planned.

The Women and Rural Development programme continues to facilitate and support initiatives of women towards development of leadership and promoting economic self-reliance. Women in local and national situations are becoming involved in the Decade programme and there is a wide demand for resource material.

Through the activities of the Youth Sub-unit some 700 young people have been involved in meetings and events representing thousands more in churches and ecumenical youth movements across the world. Emphasis on building up the youth movement in the regions through formation and movement-building activities has continued with reaffirmed support for World Youth Projects from partners in both North and South, while Ecumenical Youth Action focused mainly on the workcamps held in Africa, Asia and the Middle East.

Partners involved in preparations for the Ecumenical Global Gathering of Youth and Students (EGGYS) have defined more clearly the content of cooperative work between the six partners, and set in place a process towards a Gathering in 1992.

The Sub-unit coordinated stewards' programmes for the JPIC Seoul Convocation as well as for the Central Committee in March, and the selection process of 175 young people for Canberra has recently been completed by a Council-wide staff committee. The low number of youth appointed by the churches as delegates to Canberra is alarming and led to a request for the provision of additional youth delegates. Intensive planning for the Pre-Assembly Youth Event (PAYE) continues, and youth-to-youth visits to countries en route to Australia are being organised.

The Sub-unit on Education has been involved over the past two years in a process of consultation with member churches and regional ecumenical organisations to determine the burning educational issues of the coming years and to reflect on appropriate ways for the WCC to respond to them. This process culminated in a Global Workshop on Education 2000 in Montreal, Canada in June. Six areas are seen as crucial for education in the 1990s: the renewal of Christian education - how to make it contextual, transforming, liberating and empowering; the reformulation of the theological bases of Christian education; how to give JPIC a clear focus in the teaching ministry of the churches; and issues related to the family, the rights of children, and popular education.

An evaluation of the Scholarships Programme is being carried out during 1990 and a consultation in December will formulate recommendations for presentation to the new Central Committee in 1991. The programme continues to expand, and the first South-South practice-oriented short-term awards are being made.

The Adult Basic Education staff have been working in collaboration with CMC on "Training for Transformation". A joint seminar with CMC and the CICARWS Human Resources desk is planned for October in the Pacific. The work of the Biblical Studies desk, Ecumenical Learning Family Education, Education for JPIC and the Disabilities desk continues, all with major emphasis on preparations for the assembly.

A major project of Renewal and Congregational Life (RCL) is the Local Congregation and Ecumenism, an attempt to evaluate the per-

ception and practice of ecumenism in various parts of the world. A consultation on the place of the priest/pastor in the congregation took place in Aleppo, Syria in May, hosted by the Syrian Orthodox Church. RCL also co-sponsored a course for leadership in lay training held in the Caribbean, with full cooperation of the RCC as well as the Protestant churches.

The Worship Resource Centre is fully involved in preparations for the worship at Canberra, the production of the Worship Book being a major task. An audio-tape of selected songs for the assembly is also being made available to participants.

Sub-unit staff participated in pre-assembly meetings in Ghana and in South-East Asia. Other ongoing work includes the publishing of a booklet giving reports of several RCL consultations and seminars on spirituality, renewal, community, iconography, base communities and worship which is to be shared with assembly participants.

Since March 1990, the newly formed sub-unit, the Programme on Ecumenical Theological Education (PETE) comprising PTE and Bossey, has entered a new phase. The new director, Dr Jacques Nicole, took up his appointment in July.

In the period from April to August, the Ecumenical Institute held several seminars which provided opportunity for cooperative planning in particular with the CMC, the Women's desks of WCC and LWF, and CCPD. Among these was one on the Assembly theme for theologians and theological educators; one for medical doctors, nurses, chaplains, and teachers on "Suffering and Faith: steps on the way to Community"; one on Women and Religiosity; another on Economics as a matter of Faith for theologians, pastors, economists, educators and students; and one for theological students on "Peace be with you! - Receive the Holy Spirit".

One of the tasks of PETE is to provide a centre where people from different Christian traditions and world regions can gather and meet together at Bossey. There will also be provision for research and consultative services to the ecumenical movement. PETE will continue to run courses of varying lengths on an ecumenical basis, seeking to introduce and challenge participants to aspects of the ecumenical movement especially contemporary issues.

Other tasks will include bridge-building through bringing people together at a deeper level on issues of ministerial formation, and to provide some liaison between the educational work carried out by CWME and CCPD.

4. INTRODUCTION TO COMMITTEE WORK

There was brief discussion of the proposed agendas for the work of the Sub-committees. In a Closed Session, the staffing proposals were given preliminary consideration.

A report on the meeting on 'financial freedom for the new Central Committee' which took place in Oslo on 21-22 September (referred to in these minutes as the Oslo Finance meeting) can be found at the beginning of the Report of the Finance Sub-committee.

5. PUBLIC ISSUES

Mr Ninan Koshy, Director of CCIA, outlined actions taken by the General Secretary since March 1990. Among others, these related to events in Estonia, the 75th anniversary of the Armenian massacre, Guatemala, Jerusalem (April); Central America, the desecration of Jewish cemeteries (May); Sri Lanka (July and August); the Pacific, Liberia (July); Ethiopia, Papua New Guinea - Bougainville, South Africa, Iraq's invasion of Kuwait, anti-semitism in Europe, Canada (August and September).

Sri Lanka

With the resumption of fighting in Sri Lanka in June, the country is going through the worst period of the past seven years. In July there was some expectation that the government might resume negotiations with international participation, but it has pursued its policy of intensifying the fighting in the East and North of the country. Civilian casualties are high, with up to one million persons displaced, and a large number have gone to India as refugees. CICARWS is involved in efforts to get food into areas where it is most needed, but there are enormous practical difficulties especially in the North. A WCC team is to make a pastoral visit to the churches in mid-November and will explore possibilities of assistance in pursuing a peaceful negotiated settlement.

Ms Abayasekera spoke about the sad situation her country is facing with the continuing loss of life each day which means that virtually a generation of Tamil young people has disappeared. Life in Colombo goes on but there is little news of what is happening in the north and east of the country.

Gulf crisis

Mr Koshy introduced a note providing background information on the events following Iraq's invasion of Kuwait at the beginning of August. This is the first major international crisis of the post-cold war era and calls into question how international law will be maintained. The growing acceptance of the inevitability of war is particularly disturbing.

A new discussion was developing about the role and response of the United Nations; for example, can the UN be made into an effective agent for keeping international peace, or will some nations adopt the role of global policemen? On the humanitarian side, there is an international legal obligation to ensure that the civilian population of Kuwait and Iraq can receive essential supplies of food and medicine; then there is the plight of third country nationals, the holding of hostages, and the situation of migrant workers in both countries. We also have to look at the long-term implications for the life of the churches in the Middle East. The growing uncertainty only adds new problems and challenges.

The Executive Committee decided to make a statement on the Gulf Crisis, and named Dr Love, Dr Tolen and Bishop Toth as the drafting group.

At a later session, Dr Love introduced the draft statement which provoked considerable discussion. A number of amendments and additions were made to the text, which was agreed as follows:

1. The Executive Committee of the World Council of Churches, meeting in Granvollen, Norway, from 22-29 September 1990

- **affirms** its unequivocal opposition to the Iraqi invasion and annexation of Kuwait as a clear violation of international law and **supports** the demand of the United Nations for the withdrawal of Iraq from Kuwait;
- **expresses** its profound concern and deepening anxiety about the massive military build-up and confrontation which can lead to a war in which weapons of mass destruction may be used with large-scale civilian casualties;
- **supports** sanctions as they provide the appropriate practical basis on which effective international action can be mobilised;
- **appeals** to all nations to act in accordance with the decisions of the UN Security Council and to explore all avenues for negotiations that will defuse the crisis, lead to a peaceful settlement and to the withdrawal of all foreign forces;
- **appeals** to the UN Security Council to ensure compliance with its relevant resolutions regarding the Occupied Territories, Lebanon and Cyprus, as it is essential that all these issues also are addressed vigorously in a way which upholds international law to guarantee peace in the region; and
- **urges** the UN to take steps for the holding of an International Peace Conference on the Middle East with a broader framework for peaceful settlement of all outstanding issues.

2. The Executive Committee

- **affirms** that the holding of foreign nationals in Iraq and Kuwait as hostages is morally unacceptable and against international law and
- **appeals** to the Iraqi Government to permit and facilitate the departure of all foreign nationals who want to leave Iraq and Kuwait.

3. The Committee

- **affirms** that there is an international legal obligation binding upon the UN Security Council and the UN member states to ensure the availability in Iraq and Kuwait of supplies essential to the survival and health of the civilian populations and that a broad interpretation of the provision in the relevant Security Council resolution regarding food and medical supplies is called for;
- **expresses** concern about the plight of hundreds of thousands of migrant workers in Iraq and Kuwait and those in transit under difficult circumstances; and
- **appeals** to the Iraqi Government, in view of the worsening food situation especially with regard to foreign workers in

Iraq and Kuwait, to allow governments of such nationals and humanitarian organizations to bring food and medicine to Iraq and Kuwait and to distribute them.

4. The Executive Committee calls upon WCC member churches

- to urge their governments to seek a peaceful settlement to the Gulf crisis;
- to pay special attention to the humanitarian needs and to continue to support the WCC and the Middle East Council of Churches in their programmes of assistance to the victims of the Gulf crisis;
- to continue to promote inter-religious dialogue specially in view of the fact that religious sentiments are misused in the current conflict;
- to uphold in their intercessions the people and churches in the Middle East and other countries affected in this difficult period; and
- to continue to pray and work for peace and justice.

5. The Executive Committee recalls the act of covenant at the World Council of Churches' Convocation on Justice, Peace and the Integrity of Creation in Seoul (March 1990)

"for a comprehensive notion of security that takes the legitimate interests of all nations and peoples into account ... through the overcoming of the institution of war as a means to resolve conflicts and through the rejection and overcoming of the spirit, logic and practice of deterrence with weapons of mass destruction."

Ms Skuse felt that it would be helpful to enclose with the statement some of the background information available to the WCC through its humanitarian work, particularly where news can be provided to families of migrant workers and others stranded in Kuwait or in some of the Jordanian camps. This was agreed.

A resolution based on a proposal by Dr McCloud was also agreed as follows:

The Executive Committee requests the General Secretary to monitor implications of the Gulf crisis for the life and witness of the churches in countries directly concerned. It notes that new perceptions and enemy images are projected with religious and cultural references. The Committee requests the General Secretary to initiate discussions with leaders of the churches in the Middle East and the USA.

Liberia

Dr McCloud stated his concern that no action about the situation in Liberia was being considered. Devastation and loss of human life in that country had already been going on for some time. Dr Talbot added that many churches were concerned that the US Government has not given attention to the situation.

Mr Koshy responded that CCIA is in touch with church representatives both inside and outside Liberia and with the main parties involved in the conflict. It was hoped that peace negotiations would take place shortly, and plans were in hand to send a small delegation to the area. He assured the Executive Committee that the situation was being carefully monitored, but in view of the delicate nature of the discussions it was judged prudent not to make any public statement at this time.

6. SEVENTH ASSEMBLY

A. REPORT OF THE ASSEMBLY PLANNING COMMITTEE (APC)

Dr Avery Post, Moderator of the Assembly Planning Committee, presented the report of the APC which had held its final meeting in Geneva the previous week. He spoke appreciatively of the cooperative style of work developed and maintained by the APC throughout its sessions, expressing thanks for the support of Dr Georges Tsetsis and the Assembly Worship Committee; to Ms Jean Skuse and the team coordinating arrangements in Australia; to the staff team through the Assembly Staff Working Group and related task forces, and to the staff of the Assembly Office for their careful attention to administrative detail.

Dr Post said that the report provided details of final plans for the Assembly consistent with the principles and policies approved by the past three meetings of the Central Committee. APC members were gratified that the theme and sub-themes have won a warm and expectant response in pre-assembly gatherings around the world. They saw the theme and sub-themes as a gift to be shared at this moment in history. They were also appreciative of the experience of cooperative planning with Australian partners. Preparations there are marked by the enthusiasm of people in local parishes throughout the country, with many hundreds of groups using the Bible study material.

I. ASSEMBLY PROGRAMME

A. SCHEDULE

The APC had agreed, and the Executive Committee endorsed, a number of changes in the schedule, which can be found in Appendix III.

All plenary sessions in the first and second week are scheduled in the afternoons to avoid transport problems in the morning; this has the additional advantage of a uniform pattern with most mornings on campus and afternoons at the Convention Centre. The sequence of the plenaries has been modified and now stands as follows:

- 1 Opening actions and welcomes
- 2 General Secretary's report and discussion
- 3 Presentation of the theme
- 4 Presentation of the sub-themes
- 5 Moderator's report and discussion
- 6 The Spirit speaks to the Churches
- 7 Justice, Peace and the Integrity of Creation
- 8 The Unity we share and the Unity we seek

- 9 Sharing our Life - towards a new Community
- 10 Land Rights and Identity
- 11 Business
- 12 The Churches in Solidarity with Women
- 13-23 Business sessions

The JPIC event on the evening of 11 February is included in the official assembly programme and will take place in the worship tent

B. PLENARY SESSIONS

Outlines of proposed programme plenaries were approved as follows:

PLENARY 3 - Presentation of the Theme

The aim is to open up the biblical-theological aspects of the assembly theme, and the overall presentation is intended to provide the theological umbrella for the total work of the assembly. The theme will be presented by two keynote speakers:

- His Beatitude Parthenios (Greek Orthodox Patriarchate of Alexandria and All Africa, Egypt) will explore the theme from an Orthodox perspective. This will include also a meditation on the icon of the Pentecost.

- Professor Ms Chung Hyun Kyung (Presbyterian Church in the Republic of Korea) will explore the biblical-theological aspects of the theme, reflecting on the theme from the perspective of those who live in marginal situations.

PLENARY 4 - Presentation of the Sub-Themes

The aim is to explore the major issue areas of the assembly from the perspective of the theme and sub-themes. It will serve as an introduction to the work of the four sections.

Four persons will address these questions from their own insights forming a panel with a moderator:

Moderator	Dr Pauline Webb
Speakers	Metropolitan John (Zizioulas) of Pergamon
	Rev. Dr Philip Potter
	Dr Mary Tanner
	Prof. Dr Jürgen Moltmann

PLENARY 6 - The Spirit speaks to the Churches

This plenary will be a scripted dramatic presentation using assembly participants. The actors on the right-hand side, which represents an airport transit lounge, play a group of seven people whose flight to Sydney has been delayed. Six of them are assembly delegates from various parts of the world, representing a variety of backgrounds, interests and concerns; the seventh is an Australian returning home after a business trip to Eastern Europe.

Their conversation begins as a general discussion - for the benefit of the enquiring Australian - about the assembly theme. This is interrupted six times by brief sketches, played out on the left-

hand side of the stage, depicting different situations around the world in which Christians have thought to discern the voice of the Spirit. After each sketch the delayed air travellers react to it.

PLENARY 7 - Justice, Peace and the Integrity of Creation

The aim of the plenary is to present the challenge of JPIC to the assembly delegates, highlighting the following points:

a) The threats to life, classified under the categories of justice, peace and the integrity of creation, are inter-related, and therefore the struggles going on in the three areas need to be brought together into one struggle for life.

b) In the present situation of crisis where life on this planet is being threatened, JPIC challenges the churches to a process of mutual commitment to address, both in word and action, the issues of justice, peace and the integrity of creation.

c) The delegates should be enabled to recognize and appropriate what was accomplished at the World Convocation and commit themselves to continue the JPIC process both locally and globally.

Speakers will be: Dr Marga Bührig (Moderator of the JPIC Preparatory Group, Swiss Protestant Church Federation), Protopresbyter Stanley Harakas (Ecumenical Patriarchate/USA), Rev. Brenda Ruiz-Peres (Baptist Convention of Nicaragua), and Archbishop Khotso Makhulu (Vice-moderator of the JPIC Preparatory Group, Church of the Province of Central Africa, Botswana).

JPIC evening event - Now is the Time

In addition to the plenary presentation on JPIC, a celebration is being planned for the evening of the same day in the worship tent.

This time of commitment and celebration will seek to enable participants to grow into a community committed to JPIC issues and illustrate some areas where common commitment and action is possible across confessional and religious barriers.

PLENARY 8 - Without a Vision People will Perish

The Unity we share and the Unity we seek

The aim of this plenary is:

a) to reaffirm God's saving, transforming and uniting purpose for all humanity and to remind participants that serving the movement towards visible unity of the churches is a fundamental task of the WCC;

b) to situate this task in the context of the painful experience of brokenness of humanity and Christianity;

c) to celebrate, in the midst of persisting or even increasing brokenness, the degree of communion into which churches have been led in past decades;

d) to make participants aware of the unfinished task of unity and

to call them to a new commitment towards that unity as sign and instrument of the reconciling purpose of God for all creation.

The plenary will be structured into four "acts":

- Act I: Images of disunity and false unity;
- Act II: The road towards unity we have walked together;
- Act III: New experiences of unity;
- Act IV: A re-affirmation of and re-commitment to unity.

PLENARY 9 - Sharing our Life - Towards a new Community

Through the use of contemporary examples, this plenary will invite the churches and the WCC to understand the mission, service and ecumenical sharing of resources of the churches as a costly sharing of life in all its dimensions - as Christ shared his life for the whole world. In this way, they will be urged to commit themselves through the power of the Spirit to the renewal of the whole community open to all.

a) Several case studies from different countries will be presented, the interpretation of which will be biblical;

b) Each local case study is intended to show how churches and wider communities have been engaged in sharing and have experienced renewal, highlighting:

- the dignity and integrity of the person and the community,
- the solidarity and empowerment of equals,
- the price of costliness and brokenness which is paid,
- inclusiveness in a wider community.

c) Each presentation will include a period of interpretation by the participants, who come from the country involved;

d) To conclude, a litany of commitment drawing on the issues and challenges of each of the experiences of sharing will be read.

PLENARY 10 - Land Rights and Identity

A drama group of Aboriginal people of Australia will present the history of Aboriginal peoples, in fourteen scenes.

At the beginning of each scene a short narration will be given by an Aboriginal person in order to set the time and era of what is to follow. This will be accompanied by slides illustrating the narration. Each scene will then continue with Aboriginal music and songs to assist in telling the story. An Aboriginal dance group will act out the scene to the music.

The scenes are as follows: Dreamtime, Invasion, Genocide, official Government policy, lost generations, Special treatment, Identity, Aboriginal folk heroes and heroines, Land rights, The prophetic voice of the Black Church, Black deaths in custody, 1988 protest 'March for Justice, Freedom and Hope', The Christian Response, The Future (including a call for other indigenous people present to join those on stage). This will be followed by a presentation by the Aboriginal and Islander Commission.

PLENARY 12 - The Churches in Solidarity with Women

The aim is to report on problems and achievements of the Decade, to celebrate contributions of men, women, and churches in building true communities, to challenge the churches which do not yet see the need for transformation for building full communities, and to challenge participants to re-dedicate themselves to the Decade.

Although women are present in the history of salvation, most significantly in their presence at the foot of the cross and in their announcing the resurrection, they have not been given full recognition in church and society. This fact has kept the human community from attaining its full growth. Yet women have continued to be present in their communities through their spirituality, suffering and hope. The Decade is a call to recognize women's presence and contributions in these broken communities as a first step in the healing process.

Speakers will be: Bishop Edmond Browning (Episcopal Church, USA), Ms Brigalia Bam (Church of the Province of Southern Africa), Ms Olga Ganaba (Russian Orthodox Church), Ms Fatin Atallah (Lutheran, West Bank), and Dr Elsa Támez (Methodist Church of Costa Rica); Archbishop Aram Keshishian (Armenian Apostolic Church, Lebanon), Dame Nita Barrow (Methodist Church in the Caribbean, Barbados), Rev. Héctor Mendez (Reformed Presbyterian Church of Cuba), and Ms Hildegard Zumach (Evangelical Church in Germany).

C. SECTION WORK

1. Process

a) Within the Section

Each section will have a drafting committee, the two main drafters along with the moderators and vice-moderators being the section 'leadership'. Each sub-section will have a moderator and rapporteur to facilitate its work. The section drafting committee will bring an interim report to the section plenary on 14 February, and will bring a final report to the section plenary on 16 February for adoption.

As provided in the WCC Rules, "The Assembly shall sit in deliberative session when matters before it are of such a theological or general policy nature that detailed amendment is impracticable. Reports of sections shall be discussed in deliberative session". The assembly may then "approve the substance of the report and commend it to the churches for study and appropriate action". Comments made in the plenary discussion will be appended to the report.

The section drafting groups will collate all suggestions and recommendations related to WCC programme and give them to the Programme Policy Committee. The drafting groups will give their reports to the Report Committee.

b) Process for the Message, Report and Programme Policy of the Assembly

In one of its first plenary sessions, the assembly will appoint the members of the Message, Report, and Programme Policy Committees.

Members of these three committees will be distributed among the four sections so that they have first-hand impressions of the discussion in the sections. The main drafters of the four sections will be ex-officio members of the Message and Report Committees.

The Message and Report Committees will prepare a Message of 1-2 pages, followed by the highlights of the biblical-theological work of the assembly on the theme, sub-themes and issues (approx. 8-10 pages); to this will be added a third part - the recommendations of the Programme Policy Committee for the future work of the WCC in the next seven years.

2. Flow of Section work

The sequence of section plenaries, sub-sections, regional groupings and Bible studies was agreed by the APC and noted by the Executive Committee.

D. BUSINESS AGENDA

The APC had reviewed an outline of the proposed business agenda of the assembly. It noted that the time available is very limited and therefore agreed that the evenings of 18, 19 and 20 February be reserved for eventual use as additional business sessions if required.

E. LEADERSHIP BRIEFING

On 6 February, there will be several briefing sessions:

- for moderators, vice-moderators, drafters and Bible study leaders of the sections;
- for the moderators, rapporteurs, Bible study leaders and advisers of the sub-sections;
- for the officers and advisers of each Committee (separately).

On the evening of 8 February there will be a joint briefing session for the leadership of the sections, and of the Report, Message and Programme Policy Committees.

F. REGIONAL MEETINGS

It is hoped that Regional Meetings during the assembly will bring reality and purpose to the work of the sections, to theological and biblical study, discussion of the issues, to the worship, and to the common life of the assembly. Two sessions are planned: one on 8 February to provide opportunity for getting acquainted with others from the same region, orientation to the assembly structure and purpose, information from pre-assembly regional meetings, concerns and visions from the region. The second, on 14 February, to share experiences in the assembly, the vision of the ecumenical movement, concerns of the regional ecumenical organisations, specific regional issues, and discussion of the section reports.

G. OTHER ACTIVITIES

In addition to the informal evening activities envisaged by the Canberra Committee, special celebrative evening events are being planned by the Pacific participants (12 February), by women (13 February), and a concert by the Aboriginal community (15 February).

II. ASSEMBLY WORSHIP

The Assembly Worship Committee (AWC) met in late August 1990 at Chambésy near Geneva, and worked extensively on the development of liturgies for the assembly worship, as well as on practical plans for the coordination of worship at the assembly.

A. WORSHIP SERVICES

1. Opening worship, 09.30, Thursday 7 February

An Aboriginal ceremonial welcome will begin the opening worship. This ceremony of cleansing is clearly linked in Aboriginal culture with the Christian rite of purification, the cleansing and refining fire of the Holy Spirit. The traditional has been transformed and blended into the Christian tradition.

The Executive Committee agreed.

2. Morning worship

An overall daily schema is planned (a) to anticipate the content of the plenaries scheduled for each day, (b) to echo the theme and sub-themes, and (c) to show the progression of the biblical drama as it unfolds over the ten days.

The dominant symbol for the daily worship will be the lighting of the seven-wick candle representing the Spirit's presence with us throughout the ecumenical journey from assembly to assembly. The candle of the Holy Spirit or source from which the seven candles are lit, will be carried in at the start of worship each day.

Although children may be involved in daily worship, they will give particular leadership on 12 February.

3. Lima Liturgy, 09.30, Sunday 10 February

The Lima liturgy has been reviewed, and prayers, readings and music revised or selected to fit the Pentecost theme.

4. Eastern Orthodox Liturgy, 07.15, Saturday 16 February

Suitable music will be selected and the assembly choir will be especially trained to sing at this service.

5. Early morning eucharists

Early morning eucharists will take place at 06.30 in the John XXIII Chapel, arranged by the local Canberra Committee. Celebrants will be invited from local churches and from among assembly participants

6. Midday prayers

Midday worship will take place daily at 12.30 in the worship tent, except for the last three days when the focus of assembly life will be at the Convention Centre. Three elements will have special emphasis during midday worship: preaching, spontaneous prayer and silent meditation.

7. Evening prayers

Prayers will take place from 21.30 to 22.00 in the worship tent, organised by the Canberra local churches, except on evenings when there are special events. One evening will be organised by the Aboriginal community.

8. Oriental Orthodox Eucharist

At 12.00 noon on Sunday 10 February the Armenian Apostolic Church will celebrate the eucharist in the John XXIII Chapel; the Armenian choir from Sydney will lead the music.

9. Black churches celebration

The US Black churches will sponsor a celebration on Sunday 17 February.

B. WORSHIP BOOK AND CASSETTE

The final text of the Worship Book, its design and illustrations were approved by the AWC. It will be distributed at the assembly.

Five thousand copies of a cassette with music from the Worship Book have been produced and will be distributed in advance to assembly participants.

III. PARTICIPATION

A. Aboriginal Participation

The Aboriginal and Islander community throughout Australia has been widely consulted (as is the Aboriginal custom) regarding their participation in the assembly, and there is strong support for the proposals of the Aboriginal and Islander Commission. Banners for the worship tent and an altar cloth are being designed by Aboriginal and Islander artists.

Prior to the assembly there will be a team visit of church leaders to Aboriginal communities in Queensland and New South Wales.

An exhibition of Aboriginal Religious Art will be held during the period of the assembly in the High Court of Australia.

Participation of Aboriginal women and youth is assured in the women's and youth programmes at the assembly.

Several Aboriginal leaders will participate in the assembly as official guests.

B. Women's participation

It was reported that 31.69% of delegates registered so far are women - below the 40% guideline - though this will increase with the addition of delegates named in the 15% category. Regarding leadership, the goal is that half of all those in leadership positions should be women - co-moderators, vice-moderators, rapporteurs and plenary speakers.

In preparation for their participation, meetings of women delegates have taken place at most regional preparatory meetings, and women's concerns and issues have been incorporated into planning for the assembly.

Around 400 people will participate in Women's Time - the Pre-assembly Women's meeting - on 4-6 February. The programme for this has been finalised, with morning worship and Bible studies related to the assembly sub-themes. Women and youth will share an evening meal and have the opportunity to consider areas where they can work together. Aboriginal women will have a chance to share some of their experiences and pain with participants.

Major plenary sessions will include "From Vancouver to Canberra" with a special focus on the Ecumenical Decade; "Understanding how an assembly works", and "Assembly issues from women's perspectives" with speakers on each of the four sub-themes.

The Australian Women's Assembly Committee (AWAC) has been planning the WomenSpace, which will be in a large tent in a central location on the Australian National University (ANU) campus, and during the assembly will provide a setting for informal conversations and meetings for sharing and story-telling.

In cooperation with the Visitors' Programme, WomenSpace will offer programmes on health and wholeness, creation as seen by women, called to be peace-makers, and rights of children. Workshops on alternative liturgies will be led by Australian women and visitors, and the AWAC is planning a eucharist to be celebrated by women for the community before the Decade plenary on the Churches in Solidarity with Women.

Participants in the Visitors' Programme will also have the opportunity to be challenged by women's perspectives in several areas including issues related to the Ecumenical Decade, women's spirituality and the community of women and men in the church.

C. Youth participation

The Central Committee (1988) decided that "for purposes of assembly participation .. (youth delegates) should be no more than 27 years of age by 31 December 1991". At present only 8.8% of registered delegates are youth by this definition. However, 12.01% of the delegates will be under 30 years of age (13.46% at Vancouver). The APC and the Executive Committee expressed their concern at this low figure.

Young delegates and stewards have been present at several of the pre-assembly regional preparatory meetings.

Pre-assembly Youth-to-Youth visits will be coordinated by a number of ecumenical youth networks and organisations. Fifty young people (delegates and stewards) will participate in these visits in the last week of January 1991.

Pre-assembly Youth Event (PAYE): From 2-5 February some 300 youth delegates and stewards will gather at John XXIII college. The primary objective - empowering young people for effective participation - will be realised through a balance of inputs and small group work around the theme and sub-themes of the assembly.

Those who will have responsibility in assembly committees will begin their task in the PAYE as rapporteurs or moderators of small groups.

Planned joint activities with the Pre-assembly Women's Meeting (PAWM) seek to address the dilemma facing young women wishing to be part of two pre-meetings. Small groups and processes established at the PAYE will function through the assembly as points of empowerment for young people.

The Stewards' Programme: 175 stewards have been invited to Canberra from among 700 applicants representing ecumenically-concerned young people from all regions.

D. Children's participation

Arrangements for children's participation in the assembly continues according to the plan approved earlier by the APC and the Central Committee.

IV. PRE-ASSEMBLY ACTIVITIES

A. Regional Preparatory meetings

Since March 1990, the following regional/sub-regional preparatory meetings have taken place:

South East Asia, 1-4 May, Bali, Indonesia
 Middle East, 6-9 May, Egypt
 Latin America, 9-14 July, Salvador, Bahia, Brazil
 Africa, 6-11 August, Ghana
 USA, 22-24 August, Chicago
 South Asia, 22-28 August, India
 Pacific, 7-14 September, Suva, Fiji
 Canada, 14-17 September, Laurentville, Quebec
 North East Asia, 24-28 September, Hong Kong

One further meeting is to be held in Barbados, 9-12 October.

B. Pre-assembly visits

Central Committee endorsed a proposal for pre-assembly visits to Fiji, New Caledonia, Papua New Guinea, Sri Lanka, Singapore, the Philippines, East Malaysia, East Timor, Thailand and Bangladesh.

For various reasons some countries were unable to receive such a visit. Planning is therefore concentrated on Aotearoa-New Zealand, the Philippines, Indonesia, New Caledonia, Fiji and Papua New Guinea, starting on 27 January.

The Aboriginal and Islander Commission of the Australian Council of Churches requested a high visibility visit of participants from member churches to Aboriginal communities (noted above under Aboriginal participation).

V REPORT FROM AUSTRALIA

Ms Skuse reported that Christians in Australia are looking forward to the assembly and are working enthusiastically on preparations locally. Churches are using the assembly as the basis for a major educational campaign and over 700 parishes have pledged themselves to pray for the assembly and to provide financial support. Hundreds of groups are using the Bible study material, over 20,000 copies of which have been sold.

A group of task coordinators in Canberra is doing the major logistical work for the assembly, with responsibility for a wide range of tasks including computer networks, communication systems, child-care, catering, medical care, transport, hire of equipment, security, etc.

An order of Carmelite nuns have been praying daily for the assembly since February 1990, and during the assembly an ecumenical group of spirituality movement members will hold a prayer vigil.

On Sunday evening 10 February there will be an Australian welcome, "Gathering under the Southern Cross" - an outdoor event in Glebe Park at the Convention Centre.

An area of the ANU campus will be set aside for exhibits and displays set up by local groups and organisations along the lines of the Agora in Vancouver.

Member churches in Australia have contributed A\$111,000 to the national budget for the assembly, with an additional amount of A\$140,000 from parishes. Another A\$250,000 has come from a special reserve and A\$40,000 from an ecumenical trust.

The Executive Committee received the report from Ms Skuse with appreciation, and asked her to convey thanks on behalf of the WCC to the National and Canberra Committees for the work being done by them and by the churches in Australia for the sake of the assembly.

VI COMMUNICATING THE ASSEMBLY

A. PRE-ASSEMBLY MATERIALS

1. The following publications have been or will be published:
 - The English edition of the Bible studies, Come, Holy Spirit - Renew the Whole Creation, is in its third printing, and some 30 different language editions are being published in major European, Asian and African languages;

- Vancouver to Canberra, The official report of the Central Committee to the Seventh Assembly;
- a special issue of One World - "WCC '83-'91", a popular illustrated account of the programmes and activities of the WCC since Vancouver;
- Three issues of The Ecumenical Review carry theological resources on the theme and sub-themes - July 1989 on the Holy Spirit, April 1990 on the theme and the first sub-theme, July-October 1990 on the remaining three sub-themes. A selection of articles from these three issues will be published in October in book form under the title To the Winds of God's Spirit.
- Krister Stendahl's reflection on the theme, entitled Energy for Life, was published in August;
- Let the Spirit Speak to the Churches, a study guide for local use on the theme and issues;
- Resources for Sections gives the full text of the background study documents for the work of the sections;
- The new WCC flier with a section on the Canberra assembly is now in its fourth printing: almost 100,000 copies have been distributed;
- Muriel Porter's introduction to Australia for assembly participants, Land of the Spirit?, was published in June;
- Through Aboriginal Eyes by Anne Pattel-Gray will be published in December.
- Introducing the World Council of Churches, a new 150-page book on the WCC, by Marlin VanElderen;
- The Assembly Worship Book, and the Assembly Workbook will be distributed at the assembly.

2. Audio-visual materials

- Two slide sets with audio-cassette, The WCC in the Ecumenical Movement and Come, Holy Spirit - Renew the Whole Creation: Six audio-visual prayers: the first introduces the WCC both historically and descriptively; the second is an accompaniment to the assembly Bible studies.
- A short video to introduce the assembly, On the Way to Canberra;
- An Assembly Poster, using the assembly logo, is available in English, French, German, Spanish, Greek and Indonesian.

3. Pre-assembly press work

- a) A series of articles in several languages on the assembly process, issues, regional assemblies and the Australian churches has been prepared for WCC news outlets and periodicals;
- b) More than 3,000 press accreditation invitations have been sent out, and about 500 press can be expected in Canberra;
- c) Occasional press briefings have taken place, especially in conjunction with pre-assembly regional meetings and annual meetings of press associations in various parts of the world;
- d) A major effort to communicate the assembly through the WCC's member churches' papers and media outlets has been made. Church papers have been sent a press kit on the assembly with background materials and an offer of press materials during the assembly period.

B. ASSEMBLY REPORTING

1. Arrangements have been made for the publication of the official Assembly Report, edited by Michael Kinnamon (English), Marthe Westphal (French), Walter Müller-Römheld (German) and Hugo Ortega (Spanish), coordinated by T.K. Thomas.
2. John Bluck will write a Risk Book, to be published soon after the assembly, on what difference this assembly could make for local congregations.
3. Assembly highlights video and slide-sets will be available on the last day for all participants, so that they can be used for immediate reporting when delegates return home. Audio-tapes with main speeches, music, etc., will be available throughout the assembly, and a highlight cassette will be ready for purchase on the last day.

C. HOST BROADCASTER

In August it was announced that the Australian government had agreed to the funding of A\$1 million to enable the Australian Broadcasting Corporation (ABC) to be host broadcaster.

D. DESIGN, DECORATION, EXHIBITIONS

An architect in Canberra and collaborators have prepared a design which links and decorates the various assembly venues in a visually attractive and functional way.

E. TELECOMMUNICATION UNIT

Enabled by a grant from Trinity Foundation, New York, and in collaboration with IAIN (Inter-Anglican Information Network), the WCC will be able, for the first time, to offer direct computer network connections and operations for news reporting purposes.

F. VISUAL MEDIA

Since the Vancouver Assembly, the visual media world has changed considerably. Video production for other purposes than broadcasting has assumed enormous proportions.

At the meeting of the APC the following guidelines for TV crews and photographers were approved:

- TV crews and photographers will be equipped with press cards different from those of the writing press and will have priority to reserved areas if needed;
- During worship, TV crews and photographers should not move within restricted areas, but sufficient reserved space in appropriate places for media should be provided;
- No flash lights and sun guns are permitted during worship. At major events, lighting will be installed.

The APC also agreed that the same guidelines should apply to non-broadcasting video crews. Likewise, the APC has agreed that assembly participants not be allowed to move around with their own cameras (photo or video) or use flash during worship and plenary sessions.

VII VISITORS' PROGRAMME (VP)

The Visitors' Programme will be in session only at those times when the official assembly participants are meeting in sections or sub-sections.

Visitors will be welcome at all worship services and plenary sessions of the assembly. As seating in the plenary sessions is limited, there will be a rotation system for visitors and closed circuit TV will be provided elsewhere in the Convention Centre for those unable to be seated in the plenary hall.

On the morning of 8 February after worship in the tent, the VP will open at a session where the General Secretary will speak, followed by a presentation on Australia. From 9-16 February, the daily pattern will be: Bible study in the tent followed by ten programme options called 'Programme Channels' offered simultaneously in the Convention Centre and other facilities nearby.

Daily, eight programme channels will deal with the assembly sub-themes. Two additional channels will offer an 'invitation to meet' personalities from different parts of the world, and regional perspectives on the life, witness and challenges facing the church around the world.

In the post-lunch period each afternoon an assembly update (primarily for daily visitors) will provide information on what has been happening in the assembly itself.

Response to the VP has been almost overwhelming. More than 1200 accredited visitors are expected, as well as several hundred daily visitors.

*

At a later session, Dr Post referred to his earlier presentation of the report of the Assembly Planning Committee and asked the Executive Committee for their comments or suggestions.

Archbishop Kirill asked about the rationale for starting section work with a meeting of sub-sections. Dr Post explained that the sub-sections were the smallest groupings, and it was felt that it would be helpful to start off there in order to give opportunity for personal introductions and to begin community-building.

Dr Wilson asked that the local Canberra group planning the early morning eucharists be encouraged to invite at least three women to be the celebrants. It was pointed out that attendance at these is optional and they are not listed in the printed programme. Women would certainly be among the celebrants in the main eucharistic celebration (Lima Liturgy) included in the official programme of the assembly.

In response to a request for more clarity regarding the proposed common commitment to Justice, Peace and the Integrity of Creation, Dr Post said that the APC had taken very seriously the comments made by Central Committee in March regarding the Seoul Convocation. The intention is to make it possible for people who were not in Seoul and for whom JPIC is less familiar to identify with the

priorities expressed in the JPIC theme. It is envisaged that, after dinner, the assembly will move into a celebration gathering in the tent, and the act of worship will give an opportunity for people to make commitments to JPIC. A fully representative group is planning the worship on the basis of the closing worship in Seoul.

Bishop Hempel said it is not by accident that the assembly theme is a plea to the Holy Spirit, but it brings with it many problems which have not been solved over the years. He was concerned that well-prepared plenaries could give the impression that everything is understood about the Holy Spirit, and urged that some chance be given for participants to experience the theme as a plea, to feel it and to suffer through it, rather than simply being presented with clever 'solutions' to a dilemma that has continued throughout history.

The Executive Committee endorsed the report of the APC, and asked the General Secretary to communicate its appreciation to the members of the APC for their work. Thanks were also expressed to Dr Post and to staff for providing an interpretation of the assembly process.

B. ASSEMBLY PARTICIPANTS

I. Delegates in the 15% category

In a closed session, the General Secretary indicated that there remained 21 places to be filled, plus places for additional Orthodox delegates and additional youth delegates. Concern was expressed about the low percentage of youth among the delegates appointed by the churches, and it was noted that this may be explained in part by the lower age group agreed by Central Committee in Hanover (from 30 to 27). On the list of additional names submitted, however, a large proportion were from Europe and North America; this was questioned.

At a later closed session Dr Talbot presented the recommendation of the Nominations Sub-committee that the 21 proposed names be approved. The Executive Committee agreed.

The Executive Committee further agreed that 15 additional Orthodox delegates and six additional youth delegates be approved. The Officers were authorized to complete the list of four additional youth delegates and to add additional names as may be necessary in the event of further nominations or cancellations.

II. Advisers

A revised list of proposed Advisers was shared with members of the Committee and passed to the Sub-committee for consideration.

The General Secretary reminded the Committee that they had previously agreed to appoint 75 advisers, plus the twelve worship advisers appointed by the Executive Committee in March 1990.

Dr McCloud questioned the fact that only one adviser was proposed on finances. He noted that most people proposed as advisers from

North America come from the same few member churches and asked that attention be given to widen the representation. He also questioned the heading 'evangelicals' for a group of Advisers, suggesting that they be invited under another category.

The General Secretary said the reason for inviting five persons under the heading 'evangelicals' was a recognition of one current in the life of the churches both inside and outside the WCC who represent a particular contribution to the ecumenical movement. They provide a relationship to a constituency to which the WCC is not closely related.

Ms Skuse said the APC had struggled with this; she explained that many names on the list were proposed because of the contribution they are invited to make to plenary sessions, sub-theme discussions and other specific tasks. Each presentation must be balanced within itself. It is thus difficult to avoid a certain imbalance in the total list and it is not simply a matter of substituting people from other regions to make up a total number. The list proposed is the result of a very careful process of selection and careful consideration has been given to every name.

At a later closed session, Dr Talbot presented the recommendation of the Sub-committee. This involved the deletion of two names, and a proposal to eliminate the heading 'evangelicals', allocating the five persons concerned to appropriate sections.

Dr McCloud repeated his proposal that these persons be invited in a separate category, to which the General Secretary responded that they were being invited because it may be necessary to call on their advice. Dr McCloud's proposal that they be invited as guests was put to the vote but was lost; those in favour included Dr McCloud and Dr Wilson.

The Sub-committee further recommended that the Officers be authorised to complete the list of advisers taking into account the following concerns:

- a) the over-representation of persons from North America;
- b) the absence of an adviser from Africa in Section I;
- c) the imbalance among the advisers from Africa - the over-representation of South Africa, Kenya and Mozambique, and the under-representation of French-speaking Africa;
- d) the under-representation of non-Orthodox from Eastern Europe.

The Executive Committee agreed. Mr Piske voted against the proposal.

III. Membership of the Assembly Nominations Committee

A revised list of proposed names as approved by the Officers was shared in an early closed session prior to passing it to the Sub-committee for detailed consideration.

The Moderator reminded the Executive Committee of the procedures, noting that the Assembly Nominations Committee is required to do some preliminary work by correspondence prior to the assembly, but its membership must be ratified by the assembly. Prospective

members would be informed that, if they are to be nominated as a member of Central Committee by their church, they should not accept membership in the Nominations Committee. If any member becomes a candidate during the assembly, the Business Committee would have to propose a replacement. The Executive Committee should review the situation in February.

Dr Nababan suggested some changes in names from Asia as he felt it is not always helpful to put newcomers to the ecumenical scene on a Committee which has such a delicate task. Ms Sovik said the staff group concerned had tried to bring together a balanced group, while being aware that a large proportion of delegates are new to the WCC. Dr McCloud felt that some new people must be included.

At a later closed session Dr Talbot presented revised proposals for membership of the provisional Assembly Nominations Committee as recommended by the Nominations Sub-committee.

A number of further questions were raised regarding balances within regions. Archbishop Kirill, as a member of the Sub-committee, felt that further changes were for the Assembly to decide. During the final session a revised list was presented and approved as follows:

Co-moderators:

NA/CA	Rev. Ruth JEFFERSON	F		Anglican
EE/PO	Bishop JEREMIAS	M		Orthodox E

Vice-moderators:

LA/BR	Rev. Meinrad PISKE	M		Lutheran
vacancy				

Members:

AF/KE	Bishop Lawi M'IMATHIU	M			Methodist
AF/NI	Ms Isabella ADEMOLA		F	L	Methodist
AF/MO	Rev. Carlos MATSINHE	M			Anglican
AF/CA	Mme Grace ENEME		F	L	Reformed
AF/SA	Ms Sibongile MFEKA		F	Y L	Reformed
AS/ID	Dra Rumondang HUTASOIT		F	L	Lutheran
AS/IN	Ms Rachel MATHEW		F	L	Mar Thoma
AS/JA	Ms Yoko KITAHARA		F	Y L	United
AS/AUS	Dr Jill TABART		F	L	United
CA/AN	Rev. Dr Kingsley LEWIS	M			Moravian
EE/RO	Bishop Dr Kalman CSIHA	M			Reformed
EE/USSR	Dr Alexei BUEVSKY	M		L	Orthodox E
EE/CS	Prof. Eva SUVARSKA		F	L	Orthodox E
EE/YU	Protodeacon Radomir RAKIC	M			Orthodox E
EW/UK	Very Rev. Dr D. EDWARDS	M			Anglican
EW/FRG	OKR Walter ARNOLD	M			Lutheran
EW/DK	Rev. (Ms) Dorte BENNEDSEN		F		Lutheran
EW/GR	Dr Alexandros PAPADEROS	M		L	Orthodox E
LA/BR	Sra Graciela Aço		F	L	Methodist

ME/EG	Bishop MOUSSA	M			Orthodox O
ME/CY	Ms Manousage BOYADJIAN		F	L	Orthodox O
NA/US	Dr Fred LOFTON	M			Baptist
NA/US	Ms Peggy R. MILLER		F	L	Brethren
NA/US	Dr Constance TARASAR		F	L	Orthodox E
NA/US	Dr Robert REBER	M			Methodist
PA/VA	Rev. Pakoa MARAKI	M			Reformed

The Executive Committee agreed that the Officers be authorised to complete the list of membership as may be needed in the event of cancellations or withdrawals.

D. Proposals for Assembly Leadership

Dr Ariarajah introduced the proposals for leadership which included moderators, vice-moderators, and drafters for the four sections, and moderators and three vice-moderators (one of whom was Youth in each case) for the assembly committees.

Dr Love commented that although the overall distribution of women and men was fairly even, only two women were listed as moderators of committees. This she felt to be unacceptable. Dr Wilson agreed, urging that in general more visibility be given to the ordained women who were appointed as delegates.

After consideration by the Sub-committee, Dr Talbot presented at a later session a number of changes proposed in order to improve the balances.

Dr McCloud queried the reasons behind the proposal of Ms Carol Abel as Moderator of the Finance Committee in place of Mr Per Voksoe who was now suggested as Vice-moderator. He proposed that Mr Voksoe be moderator in place of Ms Abel. Ms Skuse pointed out that the role of moderator is a presiding one; Ms Abel is well-experienced and has a clear understanding of the work of the Finance Committee.

The Executive Committee voted against Dr McCloud's proposal.

Dr Tolen asked whether this Committee was appointed for the assembly only, with no implication that a leadership role there could lead to a similar role in the ongoing Finance Sub-committee. This was affirmed.

Dr McCloud felt that some of the best contributions to the work of the Council come from those who are new to it. He urged that greater care be given to the way we treat people, remembering that some of the processes used in the past have caused pain and unhappiness to those involved.

In discussion a number of further changes were proposed. However, it was felt that any change would affect the balances and more work would need to be done on the full list. Aware of the difficulty of providing adequate balances when searching for expertise and when so many delegates are new to the Council, the Executive Committee nonetheless asked the Sub-committee to reconsider the full list.

At the final session, Dr Talbot presented a completely revised list proposing co-moderators - one woman and one man - and vice-moderators, for each Committee and section, as well as two drafters for each section.

The Executive Committee agreed to the list of names proposed for the respective leadership positions. It further authorised the Officers to complete the list as may be required in the event of cancellation.

With regard to other leadership roles, the Executive Committee endorsed the recommendation of the APC which included names of proposed speakers in plenary sessions and the following persons for major worship services:

- Most Rev. Sir Paul Reeves as preacher at the Opening Worship
- Archbishop Stylianos as preacher at the Eastern Orthodox liturgy
- Bishop John Samuel as presiding celebrant at the Lima Liturgy
- Rev. Claudette Marquet as preacher at the Lima Liturgy.

7. PCR SPECIAL FUND GRANTS 1990

The list of grants proposed by the Executive Group of the Commission of the Programme to Combat Racism was presented by Mr James Mutambirwa, in the absence of the Director, Rev. Barney Pityana. He began by referring to criticism that had appeared in the British press regarding a grant to the Broadwater Farm Defence Committee (minutes of Executive Committee, Loccum, August 1988, Appendix III, page 21). This had been a controversial issue in Britain, and the grant was given to support the group which was advocating a review of the case. It was announced recently that the Home Office of the British Government had decided to re-open the case.

The grants proposed to 44 groups of the racially oppressed, amounting to US\$ 471,000, were less than in 1989 because the total contributions to the Special Fund were lower than in previous years. In view of the changing situation in Southern Africa, there is an increase in support to racially oppressed groups in Asia and Oceania. The grants proposed for 25 support groups amounted to US\$ 78,000.

Dr McCloud asked a question that had been put repeatedly to the PCR Commission: why are the same groups supported year after year? In response, Mr Mutambirwa explained that the same groups tended to apply each year and there were few new applications. Some requests from groups not known either to PCR or to the respective national council had been rejected. However, in view of the decision to limit the number of times a group is supported, some of them are being informed that they will not receive any further grant.

The Executive Committee agreed to approve the list of grants proposed for 1990, totalling US\$ 549,000 (Appendix IV).

8. REPORT OF THE PROGRAMME SUB-COMMITTEE

Dr Aaron Tolen, Acting Moderator in the absence of Metropolitan Dr Paulos Mar Gregorios, presented the report of the Programme Sub-committee.

A. Policy on Travel to South Africa

In view of earlier WCC policy on travel to South Africa and the decision by the Officers in 1975 to discourage visits to the region in connection with the Nairobi Assembly, and in light of present developments in South Africa, the PCR Commission Officers had reviewed the situation. On the recommendation of the Programme Sub-committee, the Executive Committee agreed to the following revised travel policy for the WCC and its member churches:

Visits are considered a proper means of furthering the struggle against apartheid, by supporting and strengthening democratic forces within South Africa. Accordingly, such visits should now be approved, provided that:

- a) they are undertaken in response to a specific invitation from member churches in South Africa, the South African Council of Churches (SACC), or from organisations recognised by the WCC as being representative of the struggle for liberation in South Africa. When seeking advice on the question of travel to South Africa, member churches should be advised of this policy and be discouraged from 'self-invitation' to South Africa;
- b) they not include the homelands or be perceived as recognising the political authorities of the homelands.

PCR should be kept informed and provide advice as requested.

B. Interpretation at meetings of Governing Bodies

At its meeting in March 1990, the Executive Committee agreed to a number of guidelines for a revised interpretation policy for a trial period of three years beginning with the first full meeting of the new Central Committee in 1991 (minutes, page 7-9). They are repeated here for convenience:

1. The languages of the WCC are the languages member churches use in their communication with one another, though for reasons of convenience some languages have been more in use than others;
2. In official meetings of the WCC, every member church has the right to communicate in the language of its choice;
3. In exercising that right, the member church has the responsibility to provide interpretation into other languages in use;
4. To help member churches meet the costs of providing such interpretation, the WCC undertakes to provide a subsidy to the church concerned, according to a set of agreed guidelines and within a given budget.

Since the question of subsidising interpretation as required by guidelines 3 and 4 still required clarification, the Sub-committee fully discussed the issue. After some discussion, the Executive Committee agreed to the following recommendations:

- a) That the Central Committee, at its first full meeting in 1991, approve the four guidelines agreed by the Executive Committee in its March 1990 meeting and the following three proposals for the subsidising of interpretation at governing bodies meetings for a trial period of three years:
 - 1) The WCC is responsible for providing interpretation equipment;
 - 2) Money budgeted for interpretation costs within the governing bodies account is used to cover the air tickets and room and board costs of the needed interpreters;
 - 3) The member church has the responsibility to provide the interpreter(s) needed. Where more than one church shares a need for the same language, the WCC will facilitate co-ordination, but the churches retain responsibility for providing the interpreter(s). (This proposal encourages the use of volunteer interpreters, while not excluding professional interpreters paid by the respective churches.)
- b) That staff explore the possibility and feasibility of helping individual Central Committee members to learn one of the languages in use in the Central Committee as part of the overall concern to increase communication.

Dr Tolen explained that one of the aims is to help people to contribute more meaningfully in meetings of Central Committee; many are able to read or write in a WCC working language but have difficulty speaking it in public.

In response to a question about cost, the General Secretary said that it was difficult to provide an estimate until the membership of the new Central Committee is known. The budget however is limited.

C. The Role of the Presidents of the WCC

The Sub-committee discussed a paper setting out an understanding of the role of WCC Presidents, and recommended that guidelines be drawn up. After some discussion, the Executive Committee agreed to the following text:

To be named a President of the World Council of Churches is understood, first of all, as an honour bestowed on persons of seniority and considerable experience who have distinguished themselves in the ecumenical movement and in the life of the church. It is a privilege offered to eminent persons who symbolise the ecumenical movement in their life and work and who are able to represent effectively the World Council of Churches.

Functional Responsibilities of the Presidents

1. Members of Governing Bodies

The Presidents serve as ex-officio members of the Executive and Central Committee meetings and of the Assembly. By this participation, governing bodies of the Council benefit from the wisdom and experience which the Presidents, by virtue of their seniority and experience, bring to the on-going work of the Council.

At such meetings, and in ecclesiastical, secular or public events which accompany such meetings, the presidium presents a corporate visibility which symbolises the inclusive nature of the Council.

The Presidents may be asked by the Officers to bring greetings or to respond to greetings on behalf of the Council at WCC meetings.

2. Presiding function

A President may be proposed by the Officers to serve as the presiding officer in general, business or deliberative sessions of the Assembly (according to the process outlined in Rule XIV.2) and of the Central Committee.

3. Representative function

The Presidents may be called upon by the Officers to represent the Council or to preside at significant ecumenical events or church meetings in various parts of the world, but particularly in their regions.

Presidents should be kept informed by the General Secretary of public statements, decisions and ongoing work of the Council, as well as of consultations and meetings in their region, in order for them to carry out their interpretative and representative work.

4. Consultative and leadership functions

The Officers may request the Presidents to serve in a consultative capacity according to need and to the expertise and availability of the Presidents.

The Presidents may issue corporate messages as requested by the Officers.

Dr Love stated her personal preference that one of the Presidents be invited to preside at business sessions at the assembly if the Officers are not doing so, rather than another member of the Central Committee or a delegate. The Executive Committee agreed.

D. Justice, Peace and the Integrity of Creation

The Central Committee at its meeting in March 1990 accepted the recommendation of the Unit II Committee

that the Central Committee reaffirm the long-term commitment of the WCC to the JPIC process up to and beyond the Canberra Assembly. Structural arrangements within the ongoing work of the Council and resources for its continuation should be found in order to provide a centre of exchange, information and challenge for churches and movements. (Minutes, page 97).

The Unit II Committee said in its report: "Some specific structural place for lodging the JPIC emphasis after the 1991 Assembly should be found in the ongoing work of the Council. In this regard the Unit II Executive Group expects to bring proposals to the WCC Executive Committee prior to the Canberra Assembly."

The Unit II Executive Group discussed five options for the structural placement of JPIC, and concluded that one of these was preferable. The Programme Sub-committee agreed, and recommended that the administrative lodging of the JPIC programme be organised as follows:

That each sub-unit Director in Unit II nominate a person from that sub-unit to be responsible for furthering the JPIC themes and process within the sub-unit; this person may or may not be the sub-unit director. These five persons will be responsible for the overall JPIC process within Unit II in cooperation with the Staff Moderator. Specific tasks, such as publications, correspondence, etc., will be assigned on a cooperative basis to these five persons. Responsibility for finding funding for the JPIC process, from inside and outside the Council, both inside and outside Unit II, will be shared equitably between the five sub-units, with the assistance of the Unit II Finance Office and in consultation with the Unit Staff Moderator and five sub-unit directors.

It was further noted that, as the Central Committee made clear at its March 1990 meeting, the JPIC programme emphasis is council-wide. Representatives of Units I and III should therefore participate in meetings of the JPIC group and be assigned specific responsibilities.

In response to a question by Archbishop Makhulu about the implications of Canberra for the future of the JPIC programme, Dr Love explained that this was seen as a short-term solution to enable the administrative work of JPIC to be carried on through the assembly and until the closing of the office on the departure of Dr Niles in July 1991. She hoped the assembly would give impetus to JPIC concerns and would lead to the establishment of a permanent place for them within the Council.

Archbishop Kirill was concerned that, since the JPIC programme is a council-wide concern, it should not be seen to be confined to Unit II. Dr Tolen drew attention to the fact that representatives of Units I and III would continue to be involved, together with those from Unit II, in this transitional period.

With this proviso, the Executive Committee agreed to the recommendation.

E. Governing Bodies 1991 and 1992

Dr Tolen said that the Programme Sub-committee had fully discussed a background paper regarding possible meetings of Governing Bodies in the period following the assembly. A number of recommendations were proposed for decision by the Executive Committee.

Dr McCloud expressed concern that such a full series of meetings was contemplated in view of the discussions on financial issues that had taken place immediately prior to this Executive Committee. He felt that the present proposals would ensure a perpetuation of present structures and style of working, while attempts were being made to reduce expenditure.

Dr Tolen responded that the intention was indeed to provide flexibility and freedom for the new Central Committee and it was not intended to imply that present structures continue.

There was some discussion on the wisdom or not of including the members of the Executive Committee in the proposed group to be convened by the General Secretary in July 1991 whose task is to translate the vision of the assembly into programmatic lines. Dr Love referred to the process following Vancouver: the Executive Committee had not been part of the initial phase and subsequently experienced considerable problems due to the confusing nature of the proposals that came to them with regard to future programmes. Asked whether the Executive Committee should form part of the group, there were 10 votes in favour and 5 against.

A number of changes were made in the text in order to clarify the intention and to indicate an awareness of possible financial restraints. The Executive Committee then agreed to make the following recommendations to the new Central Committee for its consideration concerning the process after the Canberra Assembly:

- The work of the assembly - which includes the message, the final report, the section reports, as well as other points of emphasis and shared experience - will need to be gathered and the implications discerned for the work of the WCC. The following outline of meetings for this process is suggested:
- The newly-elected Central Committee will meet in Canberra on 21 and 22 February; it will elect its Moderator, Vice-moderators, Executive Committee, members of the Joint Working Group, a Search Committee for the next General Secretary, and a group as described below. It will propose the dates for future Central Committee meetings.
- The newly-elected Executive Committee will meet at the close of the Central Committee to organise itself and to establish its meeting dates.
- In July 1991, the General Secretary will convene the group of up to a maximum of 60 persons, including the members of the Executive Committee, and others appointed by the new Central Committee on the recommendation of the General Secretary. The others will be appointed on the basis of their expertise regarding WCC programmes. When Central Committee members can

provide such expertise, they may be appointed. This group would have as its mandate to translate the vision of the assembly into programmatic lines. It would prepare proposals for the meeting of Central Committee in October on priorities and programmes in light of financial possibilities.

- In October 1991, the Executive and Central Committees will meet in Geneva. The Executive Committee will meet in preparation for the Central Committee. This meeting of Central Committee will receive the recommendations of the group and decide upon the programme activities of the WCC. The meeting will also receive the reports of the Committee on Programmatic Reorganisation referred by the March 1990 Central Committee. It will appoint the commissions, working groups and committees necessary for ongoing work. All of this must be done in the context of a clear understanding of financial restraints the Council is likely to continue to face.
- Following the usual pattern and spacing of five meetings of Central Committee between assemblies, the schedule would look something like this:

1991 - October	1996 - September/October
1992 - August/September	1997 - August/September
1994 - March/April	1998 - Eighth Assembly

Staff are asked to propose specific dates for the meetings in July and October 1991.

F. WCC/RCC Relationships

Dr Tolen reported that the Programme Sub-committee had made a careful study of a document reporting on recent activities in the field of relationships with the Roman Catholic Church, together with some Notes intended to serve as a basis for the discussion on the Sixth Report of the Joint Working Group (JWG) to take place in the Reference Committee at the Canberra Assembly.

The Sub-committee discussed the results of an ad hoc meeting on WCC/RCC collaboration on social thought and action held in Geneva in June 1990 and noted that the follow-up on this issue would be monitored by the Executive Group of the JWG.

The Sub-committee further took note of the official response by Archbishop Cassidy, President of the Pontifical Council for Promoting Christian Unity (PCPCU), to the Sixth Report of the JWG, and of a letter from Rev. Jacques Maury (WCC Co-moderator of the JWG) addressing issues relating to WCC/RCC relationships. The Executive Committee agreed that the letter from Archbishop Cassidy be made available to the Reference Committee at Canberra (Appendix VI).

The Executive Committee further agreed to the recommendation of the Sub-committee that the Sixth Report, together with the Notes on WCC/RCC relationships as revised (Appendix VI) provide the basis of the discussion during the meeting of the Reference Committee and that this discussion be structured and enabled by an annotated agenda.

In discussion, Mr Briggs asked what efforts were being made to achieve more reciprocity. Prof. Sabev said the JWG was committed to attain this to the extent possible, while being aware of the limitations due to the specific nature of most of the meetings organised by the RCC at the Vatican.

Bishop Toth said that in Hungary relationships with the RCC are improving, but noted that the situation varies from country to country. He felt that more attention should be given to work with national councils in places where the RCC is a full member; experiences at local level should be shared because it is there that the search for unity is taking place.

9. STAFFING MATTERS

In a closed session, Dr Talbot presented the report of the Staffing Sub-committee.

I. APPOINTMENTS AND CONTRACT RENEWALS

In light of the present financial situation of the WCC, the Subcommittee recommended that the Executive Committee renew staff contracts for one year only, with the understanding that this matter be reviewed at its next meeting in February 1991.

It furthermore recommended that no outstanding vacancies be filled until the meeting in February 1991.

The General Secretary explained that there are in fact still two years before any contract expires which will allow time to see how things develop and provide for greater flexibility.

The Executive Committee agreed to these recommendations.

The Staffing Sub-committee further recommended that, wherever possible, internal transfer of staff be given preference over eventual new appointments.

There was no agreement on this proposal which was not considered acceptable as a general policy.

A. Appointments

The Executive Committee authorised the General Secretary to proceed with the following appointments, to be binding only as from the actual signing by both parties of the corresponding contracts.

UNIT I

Dialogue with People of Living Faiths

Dr Tarek Mitri (Lebanon, Greek Orthodox Patriarchate of Antioch and all the East [Eastern]), as Secretary for Christian/Muslim Dialogue for four years from an agreed date

UNIT II

Commission on Inter-Church Aid, Refugee and World Service

Mr John Doom (French Polynesia, Evangelical Church of French Polynesia) as Pacific Area Secretary for two years from 1 January 1991 (thus completing 4 years' service having been a consultant appointed by the General Secretary for two years)

UNIT III

Women in Church and Society

Ms Aruna Gnanadason (India, Church of South India) as Director for four years from an agreed date

B. Contract Extensions

In accordance with the recommendation noted above, all contract extensions listed below are for one year unless otherwise stated:

GENERAL SECRETARIAT

Department of Communication

Mr Marlin VanElderen (USA, Christian Reformed Church in North America) Magazine Editor, from 1 October 1991 (will complete 10 years' service)

Finance

Mr Hugh Pettingell (UK, Church of England [Anglican]) Comptroller, from 1 February 1992 (will complete 13 years' service)

UNIT II

Commission on Inter-Church Aid, Refugee and World Service

Mr Nico Keulemans (Netherlands, Netherlands Reformed Church) Emergency and Rehabilitation Officer, from 16 October 1991 (will complete 10 years' service)

Commission of the Churches on International Affairs

Ms Victoria Berry (Canada, United Church of Canada) Executive Secretary, from 1 January 1992 (will complete 5 years' service)

Rev. Canon Clement Janda (Sudan, Province of the Episcopal Church of the Sudan [Anglican]) Executive Secretary, from 10 January 1992 (will complete 5 years' service)

UNIT III

Women in Church and Society

Ms Priscilla Padolina (Philippines, United Methodist Church) Programme Secretary, for three months from 1 January 1991 (will complete 13 years 3 months' service)

Education

Fr Philippe Fanchette (Mauritius, Roman Catholic) Executive Secretary for Adult Basic Education, from 1 January 1992 (will complete 5 years' service)

C. Vacancies

Although there was agreement that no outstanding vacancies be filled prior to February 1991 when the situation will be reviewed, in cases where candidates have reached the interview stage and appointments would normally come for decision to the next meeting of the Executive Committee, such appointments may have to be delayed.

Mr Briggs expressed concern about the long-term planning for staff noting that vacancies do not occur in an equal manner across units and sub-units. He requested the General Secretary to offer in February "some mechanism as to how the difficulty of unfilled vacancies could be shared around."

For information, current vacancies are as follows:

GENERAL SECRETARIAT

Department of Communication

Audio-visual Editor (in abeyance)
Publications Editor (June 1991)

US Office

Communications Resource Officer (October 1991)

UNIT I

Commission on World Mission and Evangelism

Programme Secretary for URM (summer 1991)
Secretary for Publications (in abeyance)

UNIT II

Commission on Inter-Church Aid, Refugee and World Service

Associate Director, ECLOF (immediate)
Secretary for Personnel & Human Resources (immediate)

Commission of the Churches on International Affairs

Executive Secretary (Liaison Office USA) (immediate)

Commission on the Churches' Participation in Development

Executive Secretary (People's Participation in Development)

UNIT III

Programme on Ecumenical Theological Education (incorporating Bossey & PTE)

Interpreter (immediate)
Lecturer (secondment EKD) (immediate)

Women in Church and Society

Programme Secretary for Women & Rural Development

D. Information

1) The following appointments were made by the Officers at their meeting in August 1990:

GENERAL SECRETARIAT

Finance

Mr David Pozzi-Johnson (USA, Swedish Covenant Church) as Director of Computer Services for four years from 1 October 1990

UNIT II

Commission of the Churches on International Affairs

Ms Elizabeth Salter (UK, Religious Society of Friends) as Executive Secretary for three years from 1 September 1990

UNIT III

Programme on Ecumenical Theological Education (incorporating Bossey and PTE)

Dr Judo Poerwowidagdo (Indonesia, Javanese Christian Churches in Central Java [Reformed]), as Assistant Director for four years from 15 August 1990.

2) Arrivals: It is reported that the following staff members have recently taken up their work with the World Council of Churches:

GENERAL SECRETARIAT

Office of the General Secretary

Rev. Michael Davies (UK, United Reformed Church) as Assistant General Secretary for Finance and Administration on 1 September 1990

Office for Income Coordination and Development

Mr Günter Rath (FRG, Evangelical Lutheran Church in Bavaria [EKD]) as Associate Director on 14 May 1990

Department of Communication

Mr Kenneth Mubu (Zambia, Baptist) as Press Officer and Editor EPS, News and Information Service, on 15 August 1990

UNIT II

Commission on Inter-Church Aid, Refugee and World Service

Mr Patrick Taran (USA, Religious Society of Friends) as Secretary for Migration on 25 June 1990

UNIT III

Programme on Ecumenical Theological Education (incorporating Bossey & PTE)

Dr Jacques Nicole (Switzerland, Reformed Church of Switzerland) as Director on 1 July 1990

Youth

Ms Anu Talvivaara (Finland, Finnish Orthodox Church [Eastern]) as Programme Secretary on 1 September 1990.

3) Departures: It is reported that the following staff members have left, or will shortly leave, the service of the World Council of Churches on the dates indicated:

GENERAL SECRETARIAT

Department of Communication

Rev. Théodore Buss (Switzerland, Swiss Protestant Church Federation) Press Officer (French, German and Spanish languages), on 31 August 1991 (will complete 9 years' service)

Deacon Tom Dorris (USA, Evangelical Lutheran Church in America) Press Officer (English language) on 31 March 1991 (will complete 9 years 9 months' service)

Ms Monique McClellan (FRG, Presbyterian Church [USA]) Press Officer and Audio Producer, on 31 August 1991 (will complete 10 years 6 months' service)

Mr Thevaradyil Thomas (India, Mar Thoma Syrian Church of Malabar) Publications Editor, on 30 June 1991 (will complete 9 years 11 months' service)

Ms Maria del Carmen Andreu (Bolivia, Roman Catholic Church) Spanish Translator, on 28 February 1991 (will complete 2 years 9 months' service)

Finance and Central Services

Mr Gilbert Girauldon (France, Roman Catholic Church) Head of Offset Section, on 30 April 1990 (completed 9 years 2 months' service)

US Office

Ms Andrea Rivera-Cano (USA, United Church of Christ) Communications Resource Officer, on 30 September 1991 (will complete 7 years' service)

UNIT I

Church and Society

Rev. Dr Freda Rajotte (Canada, United Church of Canada) Programme Secretary, on 31 August 1991 (will complete 4 years' service)

Faith and Order

Rev. Dr Irmgard Kindt-Siegwalt (FRG, EKD (Lutheran)) Executive Secretary, on 28 February 1991 (will complete 4 years' service)

UNIT II

Commission on Inter-Church Aid, Refugee and World Service

Mr Helmut Reuschle (FRG, EKID [Lutheran]) Secretary for Material Aid, on 31 December 1990 (will complete 23 years 9 months' service)

Programme to Combat Racism

Dr Jean Sindab (USA, Progressive National Baptist Convention Inc.) Programme Secretary, on 31 March 1991 (will complete 4 years 9 months' service)

Justice, Peace and Integrity of Creation

Dr Preman Niles (Sri Lanka, Christian Church [Disciples of Christ]) Programme Director, on 31 August 1991 (will complete 5 years' service)

UNIT III

Women in Church and Society

Rev. Anna Karin Hammar (Sweden, Church of Sweden) Director, on 30 June 1990 (completed 4 years' service)

Ms Priscilla Padolina (Philippines, United Methodist Church) Programme Secretary, on 31 March 1991 (will complete 13 years 3 months' service)

Education

Ms Lorine Tevi (Fiji, Methodist Church in Fiji) Coordinator, Ecumenical Learning, on 30 June 1991 (will complete 9 years 6 months' service)

Programme on Ecumenical Theological Education (incorporating Bossey and PTE)

Ms Manuela Brown (Switzerland, Swiss Protestant Church Federation) Interpreter, on 31 March 1990 (completed 5 months' service).

4) Consultants

a) It is reported that the following Consultants were appointed by the General Secretary since the last Executive Committee meeting in March 1990:

UNIT II

Commission on the Churches' Participation in Development

Ms Mulu Ketsela (Ethiopia, Ethiopian Orthodox Tewahedo Church of the Saviour [New York]) for 1 year from 1 September 1990

UNIT III

Renewal and Congregational Life

Rev. Terry MacArthur (USA, the United Methodist Church) for 8 months from 5 September 1990.

b) It is reported that the following Consultants have left, or will shortly leave the service of the World Council of Churches:

UNIT I

Dialogue with People of Living Faiths

Dr Ulrich Schoen (FRG, Evangelical Lutheran Church in Bavaria [EKD]) on 31 March 1991 (will complete 1 year 8 months' service)

UNIT II

Commission on Inter-Church Aid, Refugee and World Service

Mr Dale Ott (USA, Church of the Brethren) on 31 August 1990 (completed 1 year's service)

Mr William Lowry (UK, Church of Scotland) on 11 November 1990 (will complete 8 months' service)

Justice, Peace and Integrity of Creation

Rev. Volkmar Deile (FRG, EKD [United]) on 31 July 1990 (completed 1 year 1 month's service)

UNIT III

Education

Ms Lynda Katsuno (Canada, United Church of Canada) on 30 June 1991 (will complete 4 years 10 months' service).

II. LONG-RANGE PLAN FOR BALANCING STAFF: EVALUATION REPORT

In March 1986, the Executive Committee set up an Ad Hoc Committee on Staffing issues with the mandate "to provide long-range plans for balancing the composition of staff with regard to regions, sub-regions, confessions and gender", and "to review a document on proposed personnel procedures for staff in grades 6-10".

The Ad Hoc Committee proposed a long-range plan for balancing staff to be implemented in two phases (1986-1989 and 1990-1992), and agreed that towards the end of Phase I (1989) directions should be determined for Phase II in the light of achievements during 1986-1989. A paper was prepared to facilitate the evaluation of Phase I by the Executive Committee and the determination of directions for Phase II (Appendix V).

After careful study of this paper, the Staffing Sub-committee recommended that the Executive Committee receive the report with appreciation and instruct the General Secretary to bring to the next meeting of the Executive Committee in February 1991 a new proposal concerning staffing procedures that will eventually facilitate the following goals:

- to reamphasise the need for regional balances, particularly with regard to the Pacific region, Eastern Europe and the Middle East
- to modify the maximum number of staff proposed for the following regions:

Asia/Australia	-	17	(formerly 14)
North America	-	16	(formerly 20)
Western Europe	-	18	(formerly 20)

- to reaffirm the need for increasing Lutheran staff, particularly for regions/sub-regions that are still under-represented (e.g. Indonesia, Namibia, Brazil); likewise to increase the representation of Orthodox staff so as to come closer to the target set for the Seventh Assembly;

it is hoped that the new situation in Eastern and Central Europe and the new efforts to be undertaken under the Programme of Formation of Future Staff (approved by Central Committee in Moscow) will help in redressing balances;

- to consider internal transfers as one element in correcting the present under-representation of women in grade 8 positions (sub-unit directors).

The Executive Committee agreed to the recommendation and to the goals quoted above. Mr Voksoe reminded the Committee of the need to re-define the category of 'Eastern Europe'.

III. PROPOSED CHANGE IN STAFF RULES AND REGULATIONS

Current Rules and Regulations and Staffing Procedures establish that appointments of staff in grades 6-10 shall be subject to approval by the Executive and Central Committees, while those in grades 1-5 are appointed directly by the General Secretary.

The appointment of staff in grades 6-10 implies fixed-term contracts in accordance with Article 335 of the Swiss Code of Obligations, thus binding the WCC for fixed periods of time and obliging a renewal of contract every three years. Appointment of staff in grades 1-5 implies an indefinite contract assuming a longer period of service, with notice periods of three or six months depending on the seniority of the staff concerned (Regulations II 1.06 and II 6.02).

Experience has shown that many grade 6 staff appointments could be made using local recruitment policies, and offering indefinite contracts, thus giving more flexibility to changes and greater possibilities for expeditious decisions. This basically concerns 'technical staff' (translators, interpreters, specialised staff in cyclostyle, electronic data processing, Communication, etc).

Furthermore, and following recently agreed procedures for internal promotions to grade 6, it is foreseen that more staff will wish to make use of this possibility. According to the present rules, this requires a change in the terms of the contract, thus a loss of expectation of long periods of service. It should be noted, however that the above-mentioned agreed procedures for internal promotion will be maintained, and that the Executive Committee be the body to authorise such internal promotions.

In view of the above, and also in order to free the WCC of unnecessary fixed-term commitments in staffing in these areas, it was pro-

posed that a change in the Staff and Regulations be made in order to allow that the appointment of staff in grade 7 and above be subject to the approval of the Executive and Central Committees and that the General Secretary be authorised to appoint personnel up to grade 6.

The Staffing Rules concerned are II 1.02 and VI 2.03. The respective Regulations would be changed accordingly in order to reflect the proposed changes.

The Sub-committee studied the matter, and recommended that the Executive Committee accept the proposed change in Rules as follows:

II 1.02 Except as provided in WCC Rules (Constitution and Rules, Rule VIII) appointments in grades 7 <formerly 6> and above shall be subject to the approval of the Executive Committee on the recommendation of the General Secretary. The Central Committee delegates to the General Secretary the authority to appoint personnel up to grade 6 <formerly 5>.

VI 2.03 Final disciplinary decisions leading to dismissal in regard to staff in grades 7 <formerly 6> and above shall be subject to the approval of the Officers of the Central Committee.

The Executive Committee agreed.

10. REPORT OF THE NOMINATIONS SUB-COMMITTEE

In a closed session, Dr Talbot presented the rest of the report of the Sub-committee:

A. Applications for Membership

There were eight applications from churches in Africa, Asia and Latin America. The Sub-committee had decided, after careful consideration, to recommend two of these for full membership and three for associate membership in the WCC.

The Sub-committee requested that further information be sought in relation to the applications from the Evangelical Reformed Church of Angola and the Celestial Church of Christ, Nigeria, and that visits be made to these churches in accordance with the decision of the Central Committee. Both these churches should be invited to send up to three representatives to the Canberra Assembly.

With regard to an application from the Diocese of Polynesia of the Church of the Province of New Zealand (Anglican), the Sub-committee felt that, in spite of the special circumstances of this diocese which covers several independent Pacific nations, further consultation should take place with the Anglican Consultative Council before any action is taken. At present the accepted unit for WCC membership is the Anglican Province, not an individual diocese. Should a diocese be granted the status of a Province, however, it could apply for WCC membership in its own right.

The Sub-committee recommended that the Executive Committee accept the following applications for full membership in the Council:

- The Philippine Episcopal Church, which has recently become an autonomous Province of the Episcopal Church USA;
- Iglesia de Misiones Pentecostales Libres de Chile (Free Pentecostal Mission Church of Chile);

and for associate membership:

- Iglesia Evangélica Luterana Boliviana (Bolivian Evangelical Lutheran Church),
- Asociación Bautista de El Salvador (Baptist Association of El Salvador),
- Sínodo Luterano Salvadoreño (Salvadorean Lutheran Synod, El Salvador).

Mr Briggs said that he is in close contact with the Baptist Association of El Salvador and warmly supported its application, while Mr Piske spoke in support of the application from the Salvadorean Lutheran Synod, one of the most active and growing churches in the region. Mr Sintado, referring to his recent visit to Chile together with the General Secretary, said that the Free Pentecostal Mission Church of Chile had reaffirmed its ecumenical commitment.

The Executive Committee agreed to this recommendation.

B. Applications for Affiliation

The Sub-committee considered five applications for the status of Associate Council of the WCC, three of which were already in working relationship with the WCC or with CWME, while the other two are from councils which have re-formed with a wider membership. The Sub-committee recommended that the following Councils be accepted as Associate Councils of the World Council of Churches:

- Conselho Angolano de Igrejas Evangélicas (Angolan Council of Evangelical Churches),
- National Council of Churches in Korea (NCCCK),
- National Council of Churches of American Samoa,
- Council of Churches for Britain and Ireland (CCBI)
- Action of Churches Together in Scotland (ACTS),

Mr Briggs explained that the Council of Churches for Britain and Ireland replaces the former British Council of Churches (BCC), which was an Associate Council of the WCC. The new body includes full membership of the Roman Catholic Church and of some of the black-led churches in Britain. Action of Churches Together in Scotland (ACTS) replaces the Scottish Churches' Council which was formerly in working relationship with the WCC.

Mr Briggs further noted that, whereas the BCC had also operated as a council of churches for England, a new body - Churches Together in England - had been established to look after ecumenical matters there, while CCBI would handle ecumenical relations for the United Kingdom as a whole, and would thus have more contact with the WCC.

The Executive Committee agreed to the recommendation.

Dr Held reiterated the importance of establishing clear guidelines for the process of receiving churches and councils into membership. Although the Central Committee had asked that visits be made to churches prior to their applications being presented, this did not always happen, and he urged that such visits be made in the future. He also felt that some more meaningful way should be found by which churches are formally received into membership. Although this would be done at the Assembly in the context of worship, there should be some way of recognising a church at the moment when it is joining the fellowship of the Council. He asked the General Secretary to give some thought to this concern.

C. Nominations for Interim Board of Ecumenical News Service (ENS)

At a meeting with representatives of the Lutheran World Federation (LWF), the World Alliance of Reformed Churches (WARC) and of the Conference of European Churches (CEC), it was decided that the Board of ENS should consist of two members appointed by the WCC, two by the LWF, and possibly one by the WARC and CEC.

The task of the ENS Interim Board in the first place is to adopt a constitution and finalise its budget. The Sub-committee recommended the following two nominations for WCC members of the Interim Board:

- Mr Per Voksoe, member of WCC Executive Committee
- Ms Judith Weidman, Executive Editor of Religious News Service, USA

The Executive Committee agreed.

11. REPORT OF THE FINANCE SUB-COMMITTEE

As an introduction to the work of the Finance Sub-committee, the General Secretary reported on a special ad hoc meeting on Finance held in Oslo on 21-22 September. This was in response to a request by the Central Committee for a discussion on financial freedom for planning for the period following the Assembly. However, in view of the changes in the financial markets which had severely reduced the World Council's income especially in US dollars (28% drop) and DM (9% drop), the group was obliged to change its purpose.

Intensive preparation had taken place beforehand with staff seeking ways to respond to the financial restraints by reducing expenditure wherever possible; spending levels would have to be adapted to the lower income possibilities.

The meeting included nine members of the Executive and Central Committees together with staff. The General Secretary pointed to three lines on which the discussions had focussed:

a) The main financial guarantee of the WCC is in relation to its constituency - the member churches. More efforts must be made to deepen this relationship and to reaffirm commitment to the WCC on the part of member churches - which should include financial awareness and commitment.

b) In order to provide viable options for 1992, decisions regarding staffing must be taken urgently, including some limitation to contract renewals and to new appointments.

c) Attention was given to ways of exploring new sources of funding for the Council, and a number of possibilities must be pursued.

Dr McCloud referred to the task of the Finance Sub-committee which did not usually consider programmatic issues, but it was confronted by a task that had not had to be faced in the same way before. In view of the present situation it would have to bring some items for decision which required radical action.

At a later session Dr McCloud presented the report of the Finance Sub-committee.

1. 1989 Financial Report

Thanks to an unexpected mid-year increase in exchange value of the US dollar (from 1.50 to the Swiss franc at 1 January, up to 1.80 in mid-summer and then down to 1.55 at year end) and a steady increase in the value of the Deutschmark over the year (from .85 at 1 January to .91 at 31 December), the WCC results for 1989 are better than forecast.

Undesignated Income increased in Swiss franc terms by 2%, but it is still below both budget expectations and the level of inflation in Switzerland. Designated Income increased in Swiss franc terms for the seventh consecutive year.

In studying the accounts, the Sub-committee noted that the liquidity position of the Council is inflated at the time of reporting, since 40% of total income - some Sfr 15 million - is received around the year-end. By August, the Council has difficulty in meeting its expenses due to the lack of cash flow, a situation not revealed by the closing statement.

The auditors had requested that the Council clarify the conditions under which funds may be designated or restricted. In their view, restrictions may be placed on funds only by the donor. They have also asked that the Council clarify the nature of funds handled as Trust Funds. By definition, "Trust accounts are project funds received from, held for and disbursed at the specific direction of others". Funds disbursed on the specific direction of Council staff are thus not properly to be considered as Trust Funds.

The Sub-committee expressed appreciation for the improved presentation of the annual accounts, including the narrative text and graphics illustrating the Council's position. Suggestions were made for further improvement.

The Sub-Committee on Finance recommended that the Executive Committee approve the audited financial statements for 1989 with appreciation and encouragement to the staff and the auditors for the work done in this regard.

The Executive Committee agreed.

2. Auditors

1989 is the first year for which the firm of Klynveld Peat Marwick Goerdeler SA (KPMG) has served as Council auditor. The staff was asked to comment on the work of KPMG when presenting the 1990 accounts.

The Sub-committee recommended that the Executive Committee approve the appointment of Klynveld Peat Marwick Goerdeler SA (KPMG) as auditors for the 1990 accounts of the WCC.

The Executive Committee agreed.

3. Membership of Investment Advisory Group and Audit Committee

At its March meeting, the Central Committee endorsed the need to enlarge both the Investment Advisory Group and the Audit Committee to provide continuity in participation. The Finance Sub-committee recommended that the Executive Committee appoint Mr Arnold Meilland as a member of the Investment Advisory Group and Mr Geraint Davies as a member of the Audit Committee.

A member of the Audit Committee, Mr Armand Lombard, having resigned, the Sub-Committee further recommended that the Executive Committee place on record its appreciation and gratitude for the services he has rendered to the Council.

The Executive Committee agreed to these recommendations, but urged that attempts that have been made to find women to fill vacancies on these Committees be continued.

4. WCC Policy on Endowments, Wills and Bequests

In 1986 the Executive Committee established a General Endowment Fund for the receipt of unearmarked, unrestricted monies given to the WCC through wills, bequests or legacies. The US Conference had raised the question as to whether US legacies were included, and consultation has taken place to establish clarity on the matter. The Sub-committee reaffirmed the existing policy on Endowments, Wills and Bequests and decided to add the following note for the record in regard to the enquiry of the US Conference:

In the United States, unrestricted legacies for the WCC of up to \$5,000 may be credited against the budgeted income of the US Office during the year in which they are received. Legacies exceeding this amount will be credited to the General Endowment Fund as provided for by the existing policies of the Council.

5. Special Funding

In addition to the Seventh Assembly, it was reported that Special Funding authorisations are outstanding as follows:

JPIC Convocation	1,575,000
Global Youth Gathering 1992	1,400,000
Mid-Decade Regional Meetings 1992/3	450,000
Faith & Order World Meeting 1993	500,000
Total	SFr 3,925,000

a) JPIC

In 1989 a revised expense budget of Sfr 1,575,000 was approved for the Convocation, and the Moscow Central Committee agreed to authorise a guarantee against the possible shortfall of up to Sfr 250,000 from the Undesignated Interest Allocation if costs did not exceed this amount. The Sub-committee received indication that total pledges and other anticipated income to date total Sfr 1,632,515, including approximately Sfr 250,000 generated by the Preparatory Group's appeal to congregations, action groups and individuals for the funding of participants.

However, expenses reported to date exceed both the budget and the available resources by Sfr 400,000.

The Finance Sub-committee raised serious questions as to the accountability of staff in regard to overspending and drew attention to the need for budgetary control.

The Sub-committee noted with appreciation the generous contributions made by the Korean churches towards the expenses of the Seoul Convocation both financially and in terms of hospitality.

In light of all the information at hand, the Sub-committee recommended that the Executive Committee approve a proposal by the General Secretary regarding the deficit from the JPIC World Convocation, namely, that the amount of undesignated interest available for use 'outside the budget process' in 1990 approved by the Central Committee in 1989 for the first of a two-year Programme of Formation of Future Staff be reallocated to this use.

The Sub-Committee further recommended that an immediate process be put in place so that the combined deficit of JPIC operating budget and the Seoul Convocation (approx. Sfr 900,000) can be absorbed.

In making these recommendations, the Finance Sub-committee also recorded its opinion that no further funding requests for deficits and 'emergencies' be addressed to the churches and other donors during the pre-Assembly period, reiterating the priority accorded to full funding of the Seventh Assembly. Pressures to continue the JPIC programme must include evidence of financial support to be taken seriously.

This item is now removed from the Special Funding category.

In discussion on possible ways to absorb the JPIC deficit, Dr Love urged that the sub-unit/sub-units in which JPIC is ultimately lodged should not be expected to inherit this deficit; she had noted in the Unit II Executive Group meeting in September 1990 that all Unit II Directors had taken collective responsibility for finding funding for JPIC.

Concern was expressed at the high level of over-expenditure on the World Convocation. The General Secretary made clear that this was not the responsibility of the Finance Department staff because they were not accountable for this particular programme. Lessons must be learned for the future, however, and assurance was given that a

strict control process is in place with regard to expenditure for the Seventh Assembly.

The Executive Committee agreed to these recommendations, reiterating that it is essential to establish measures to avoid such a deficit occurring on a future occasion.

- b) Ecumenical Global Gathering of Youth and Students (EGGYS) - (formerly Global Ecumenical Youth Gathering [GEYG])
The Sub-committee received information about further planning by the WCC Youth Office, the World YWCA, WSCF, IMCS and IYCS (Roman Catholic student groups) and the World Alliance of YMCAs on funding for the process of coming together between these youth networks, including an Ecumenical Global Gathering of Youth and Students in the second half of 1992. The overall cost estimate being used by the youth networks now totals Sfr 2.9 million. OICD staff and the Director of the Youth Sub-unit have discussed with the WCC General Secretary various problematic aspects of supporting this large budget. It is felt that the assembly will provide opportunity to reinvigorate the idea of a global gathering of youth and students, and the Sub-unit director will take appropriate action particularly in relation to youth in Australia.
- c) Mid-Decade Regional Meetings - Ecumenical Decade of the Churches in Solidarity with Women, 1992/93 (Sfr 450,000)
In the absence of a director of the Sub-unit on Women, and in view of the concentration of staff activity on women's participation in JPIC and preparations for the assembly, no initiatives have been taken by OICD on this asking. In the estimation of OICD these meetings will not be funded by the same sources within the member churches that must be called upon to respond to other outstanding Special Funding requests.
- d) Faith & Order World Meeting, 1993 (Sfr 500,000)
The concentrated funding initiatives for this meeting will begin only following the assembly when more detail will be available and when the final pledges toward both JPIC and the assembly will have been met.
- e) Seventh Assembly
Member church askings for the Seventh Assembly were made in early 1987. This was preceded in 1986 by a survey of planned participation and payment of delegate costs. Reminders were sent to churches which had not responded by year-end 1987, 1988 and 1989.

At 5 September 1990, 150 pledges (or payments without pledge) had been received totalling Sfr 5,831,823.

Four of the 19 Orthodox churches (total askings Sfr 1,084,150) have pledged a total of Sfr 57,980: the Church of Cyprus, the Ethiopian Orthodox Church, the Orthodox Church of Finland and the Ecumenical Patriarchate of Constantinople.

119 churches have made no response whatsoever as to their support of the Assembly, not even acknowledging receipt of letters; of these 34 are represented on Central Committee.

Yet, of these 119, 31 have requested travel and accommodation subsidies, which may be considered a kind of response.

The revised Seventh Assembly expense budget summary is attached to this report (Appendix VII). In support of these costs, the following income is presently available:

<u>Assembly Income Summary as of 5 September 1990</u>		<u>Swiss francs</u>
Member churches & agencies, pledges at 5 September 1990	5,831,823	
Actuals received vs. pledges		1,365,074
Estimated fees from:		
Participant registration, Visitors (est. 1,200) and daily visitors		500,000
Assembly Reserve (31 December 1990)		3,000,000
Total		4,865,074
Assembly budget		10,500,000
Surplus/-shortfall		-5,634,926
Pledges outstanding		4,464,608
Remaining surplus/-shortfall		-1,170,318
1991 Budgeted Transfer to Assembly Reserve		300,000
Estimated shortfall	-870,318	

Efforts to cover the outstanding amount are directed to churches agencies and other donors, largely through grants for travel and accommodation subsidies and worship materials. Concern continues both over the impact of lower exchange values and probable short falls versus pledges. Encouragement to churches which have not yet pledged and those which have not responded will be communicated during November. Every effort will be made to encourage member churches in Sweden to provide between Sfr 100,000 and 200,000 towards offsetting the reduction in the Swedish Government's original pledge so near to the assembly date.

OICD was anticipating a shortfall of up to Sfr 250,000 in assembly funding for the reasons noted above unless there is significant change in any of the circumstances described. The Sub-committee will review possible ways of addressing this if necessary in February.

In addition to the funds being contributed to the central budget as indicated above, the Finance Sub-committee drew the attention of the Executive Committee to the contributions being made by the Australian churches and ecumenical friends towards the Canberra Assembly office. These include direct contributions to the national budget for preparations in Australia as follows:

Churches of Christ	A\$ 4,000
Anglican Church	52,563
Uniting Church	75,530
Salvation Army	2,500
contributions from local parishes	<u>59,664</u>
	194,257

Contributions from the Australian Council of Churches and other interested groups and foundations through the ACC bring the total Australian income to almost A\$500,000. An Australian Government grant of A\$ 1 million towards the host broadcasting arrangement has recently been approved as well as a general grant of A\$100,000.

The Finance Sub-committee recommended that the Executive Committee express its appreciation for these contributions from the Australian churches and from all member churches supporting the central budget of the assembly.

Mr Piske expressed concern that so many member churches - more than one-third - had not responded to the request for a contribution to assembly funding; efforts should be made to discover what is wrong to create such a lack of interest.

In response to a question regarding the request to member churches in Sweden for special support, Mr Voksoe explained that the Swedish Government had pledged a large sum in support of the assembly, but the change in the economic situation forced them to reduce it. The Swedish churches therefore feel under some obligation to recover at least a part of the amount previously promised.

Mr Pettingell, responding to a question, said the Council had purchased A\$3 million three years ago when the A dollar was low, since which time it has been earning 17% interest.

The Executive Committee voted in favour of the recommendation.

Assembly Expense Budget considerations

The Sub-committee recommended that the Executive Committee ask the General Secretary to provide a clear management structure for the implementation and reporting on the Seventh Assembly, including budgetary control and management of contingency authorisations.

To facilitate on-site arrangements, it was recommended that the Executive Committee authorise the opening of an Assembly bank account with the Commonwealth Bank of Australia, Australian National University branch at Canberra, on the normal terms and conditions laid down by the bank.

The Executive Committee agreed.

Observing that travel and accommodation subsidies are a major item in the expense budget of the Seventh Assembly, the Finance Sub-committee recommended that persons whose travel, accommodation and/or other costs are being subsidised by the WCC Seventh Assembly budget be advised in writing of WCC policies as to pro rata payments for less than full attendance in meetings early in the negotiation of subsidy or at the time the extent of their subsidy is confirmed. It further recommended that this policy be rigorously applied, and that in reporting on the Seventh Assembly to the new Central Committee, reference to the outcome of this policy and practice be reviewed, particularly in light of the precedents established by and for members of the new Central Committee.

The Sub-Committee requested that advisers be encouraged to contribute to their own costs, both personally and in seeking support individually.

The Finance Sub-Committee reaffirmed the need for the Assembly to be advised early in its deliberations of the financial reality and hard decisions which the Council is facing, advice to be shared with realism but not despair.

There was some discussion on the question of inviting some participants such as advisers to contribute to their costs, but it was felt that, since people are being asked to give of their time, they should not be expected to contribute financially as well. However, some people may wish to make some contribution, or their churches may be willing to do so, and some opportunity for this should therefore be provided.

The Executive Committee agreed to these recommendations.

f) Other Special Funding Considerations

At its meeting in March 1990, the Central Committee ruled that, given the number of outstanding Special Funding requests and the very serious situation of the 1991 budget, that "no further Special Funding Authorizations be considered until the items already listed have been funded." In its discussions, the Sub-committee acknowledged that:

- i) WCC member churches and donors have indicated reluctance to contribute funds towards other Special Funding requests in light of several outstanding requests - JPIC, the Assembly, and the on-going budget of the Council itself;
- ii) the overlapping nature of donor support of the various networks and the generally depressed situation of donors suggests that other groups (including EGGYS partners) will face similar donor hesitation;
- iii) the development of plans surrounding these events impinges on the internal dynamics of organisations other than the WCC;
- iv) when the Special Funding Authorisations other than the Assembly were approved, the economic climate was different from what the Council is facing today.

In light of these factors, the Finance Sub-committee requested the staff to prepare a brief background paper for its consideration in February 1991, giving an overview of the experience of this Executive Committee in terms of authorising and funding world meetings during the period since the Sixth Assembly. This request is made with a view to developing a recommendation to the new Central Committee that it give serious attention to the necessity of considering a limited number of world meetings and Special Funding Authorisations in the period between the next two Assemblies and that it give early attention to long-term planning of programme and financial support.

The Sub-Committee recommended that the outstanding Special Funding Authorisations already approved be postponed until the

February 1991 meeting of the Executive Committee. These are:

Ecumenical Global Gathering of Youth and Students, 1992	1,400,000
Mid-Decade Regional Meetings 1992/3	450,000
Faith & Order World Meeting 1993	500,000
Total	SFr 2,350,000

The Finance Sub-Committee requested the staff responsible for these events to report back to the Programme and Finance Sub-committees of this Executive Committee in February to indicate the financial reality of these proposals and what programmatic impact the delay in Special Funding might have.

It was further recommended that the Executive Committee review them in light of the financial situation at that time, the need to set a priority for fund-raising among the Council's member churches and other donors to meet the primary objectives in support of the 1991-1993 basic Council budget, and the recommendations coming from the Seventh Assembly.

Dr McCloud, speaking on behalf of the Sub-committee and in relation to the present financial situation, questioned the wisdom of one Central Committee making decisions about holding world meetings which would only take place after a new Central Committee was in place. He urged that some further review and study take place as to the overall needs of the Council before proceeding with fund-raising for these world gatherings.

Mr Gassmann, Director of the Faith and Order Commission, reminded the Committee that the Faith and Order world meeting had been authorised by the present Central Committee to take place in 1988 or 1989, but for financial reasons the Commission had decided to postpone their plans until 1993. It is hoped to obtain approval from the new Central Committee in 1991 for the preparations that are already in hand.

Ms Oduyoye explained that the Global Youth event is not just a WCC meeting but includes working together with several other partners. Plans cannot just be terminated without consultation. With regard to the mid-Decade meetings, planning for these is in the hands of the regions.

The General Secretary felt that the proposal to postpone fund-raising for these activities may not be realistic because these processes have already commenced.

Dr Wilson reiterated that the situation now is different from when the Central Committee voted to hold these world meetings. She felt that the churches cannot respond to any more requests for funds, and that the assembly must remain the first priority.

Dr McCloud repeated his opinion that Assembly planning and General Budget planning must be the first priority and therefore it may be necessary to postpone certain other projected plans for the time being as part of an overall effort to address the financial situation.

On the understanding that a review of the situation be made in February, but that meanwhile serious steps are taken to face up to the financial situation, the Executive Committee voted in favour of these recommendations.

Dr McCloud said that one of the problems is that some churches are not able to meet their pledges in full, and others cannot do so until after the assembly. He therefore felt it would be helpful to look at the whole situation again in February and see if plans are realistic. We are not asking donors not to send money, but we must postpone making further askings for these three events until support for the 1991 and 1992 budgets is clarified.

The Executive Committee agreed to these recommendations.

6. 1990 situation to date

At its March 1990 meeting, the Executive Committee reviewed the 1990 budget and proposed a 95% spending limit. The decline in the value of the US dollar and the Deutschmark against the Swiss franc since that time has meant that, in order to balance the budget for 1990, the 95% spending limit must be maintained in all sub-units including those whose costs are redistributed. Unit II agreed to bring its own expenditure into line so that the budget is balanced for 1990 with the use of one third of fund balances. If further decline in exchange values leaves an additional shortfall for the year, the Finance Sub-committee will review ways to cover that shortfall at its meeting in February 1991.

7. Financial Implications of Staff Appointments

The Sub-committee reviewed the three staff appointments referred to it and noted that all are included in the budgets of the respective Sub-units.

8. Income Projections

1990 - The 1990 revised budget as approved in March 1990 included the US dollar at a rate of Sfr 1.5 and the DM at Sfr .90. On 11 September, the US dollar could be exchanged for Sfr 1.32 and the DM for Sfr .833. The WCC's combined primary income currencies are now down -10.9% in exchange value from those in effect at the time the budget was approved.

After taking into account the advice of the more optimistic members of the Investment Advisory Group, the projected year-end 1990 rate for the DM is Sfr 0.85 and for the US dollar, Sfr 1.35. With this slight improvement and adjustments in pledges as the year progressed, the overall projected reduction versus income budgeted is 3.8%, with variation ranging from -12.6% to +2.2% across the Council.

The Sub-committee drew the attention of the Executive Committee to the fact that a return to exchange rates lower than those projected by staff after consultation with the Investment Advisory Group by year-end could mean a shortfall in the 1990 accounts in the range of Sfr 250,000.

1991 and 1992 - For planning purposes, 1991 income is projected at 1990 levels except where pledges are known. Similarly,

1992 income is projected at 1990 rates except where variations in pledges or programmes are known.

After taking into account the advice of the more optimistic members of the Investment Advisory Group, key exchange rates used in the 1991 and 1992 budget discussions during this session of the Executive Committee were:

	<u>1991 Budget</u>	<u>1992 Budget</u>
DM	.860	.870
US\$	1.450	1.600
SEK	.225	.225
Can\$	1.233	1.360

Undesignated Income 1991 and 1992: Using these stronger rates, undesignated contributions would increase by 5.5% in 1991 over 1990 (Sfr 5,771,288 over Sfr 5,466,107), and an additional 4.4% in 1992 over 1991 (to Sfr 6,028,531). If these rates hold, the 1992 Undesignated Income would be 10% over 1990, 2% over 1989 actuals.

Programme Income 1991 and 1992: A detailed preliminary review of income projections (contributions only, not counting transfers or interest) suggests that after exchange, Swiss franc income will be relatively flat: up 4.56% over the entire period 1989-1992. Assuming an average rate of 4% annual inflation over the three years (12.5% cumulative), the overall 1992 programme funds would reflect a 7% decline in buying power since 1989.

In considering the 1991 and 1992 budgets, the Sub-committee felt the rates used by staff were optimistic and noted that the variation could be as great as a Sfr 3.5 million decline from the figures used in discussion which took the US dollar at Sfr 1.25 and the DM at .80.

Income Trends: Despite a 24% reduction in overall exchange value of WCC income currencies from 1983-1989, actual Swiss franc income has increased every year. Programme contributions have increased 41.5% after exchange losses during the period (from Sfr 23.345 million to Sfr 33.034 million). This matches the overall expense increases of 41.6% in the same period. Both are well above inflation in Switzerland.

However, the ceiling on undesignated income remains: it fluctuated with currencies but increased 2.9% over the entire period, considerably below inflation. Thus, although total income shows an increase of 34% in Swiss francs in six years, it is inadequate to support the Council's activities, primarily those dependent on undesignated funds.

The actual 34% rise in Swiss francs has been realised by the equivalent of increasing original currency giving by 75% during this period. Another way of understanding the rise is to consider that original currency contributions to the WCC have increased by approximately 10% per year.

9. Allocation of Undesignated Interest

In January 1987, the Central Committee took action regarding the allocation of undesignated interest earned on General

Reserves and the General Endowment Fund to short-term experimental programmes. According to this decision, half the available funds were to be applied within the budget process, and half external to the budget process.

1990

In the 1990 budget, CWME and CICARWS are receiving allocations.

Outside the 1990 budget: The Central Committee in 1989 agreed to use Sfr 200,000 "per year for the next two years" for a Programme of Formation of Future Staff (Minutes, p. 140), and to use the 1990 amount (available: Sfr 260,000) as a guarantee sum against possible income shortfall of income versus expenses for the JPIC Convocation, costs for which were "not to exceed Sfr 1,575,000". In item 5 a) above (Special Funding - JPIC), the Finance Sub-committee recommended that the Executive Committee support the General Secretary's proposal to reallocate the amount of 1990 undesignated interest towards offsetting the 1990 deficit related to the JPIC World Convocation. This recommendation is seen to be in line with the intent of Central Committee to be supportive of the JPIC Convocation.

However, the Finance Sub-committee recorded its anxiety that the undesignated interest of the Council not be seen in future as a pool to cover deficits and urges that in no further case should it be applied to offset unauthorised overspending.

1991

In the 1991 budget: In light of the Assembly and the need for the new Central Committee to have some flexibility in the year immediately following it, the Central Committee decided at its March 1990 meeting "that this part of the undesignated interest for 1991 be held in reserve for budgetary allocation by the new Central Committee during that year."

Outside the 1991 budget: The Programme of Formation of Future Staff was approved in 1989 for each of two years (1990 and 1991) and corresponded approximately to the amount of funds available.

The Sub-committee recommended, in light of the severe financial restraints facing the WCC during this transitional assembly year, that the Programme of Future Staff Formation be temporarily delayed and that the Executive Committee allocate all the undesignated interest earned to the undesignated income in support of the budget for that year. In making this recommendation, the Sub-committee encouraged staff to find creative and experimental approaches for the use of internships, consultancies and other formation/training opportunities within the budget.

The Executive Committee agreed.

1992: Inside and outside the budget: The Sub-committee recommended that the entire amount of undesignated interest earned in 1992 be set aside for allocation by the new Central Committee in light of the financial situation at that time and priorities arising from the assembly.

The Executive Committee agreed.

10. 1991 and 1992 Budgets

The Finance Sub-committee recommended that the Executive Committee direct the General Secretary to take such actions as may be necessary along the lines noted below to ensure the presentation of balanced budgets for 1991 and 1992.

Process of Budget preparation: In reviewing elements of the financial situation during the meeting of the Finance Sub-committee, and taking into consideration the Oslo Finance meeting (referred to at the beginning of this report), the Sub-committee recommended that the Executive Committee designate the Officers of the WCC, the Unit Moderators and the Moderator of the Finance Committee (or their substitutes) as a group to be available to assist the General Secretary in identifying the necessary steps in the implementation process for developing these two budgets. This group should assist the General Secretary both to address the short-term issues and to identify for the new Central Committee the longer-term issues which the Council faces in regard to funding, relationships with the member churches and necessary changes in programme alignment, so that it can fulfil its vocation with a stable and creative institutional basis.

The Finance Sub-committee drew the attention of the Executive Committee to the fact that the radical reduction of expenses during the period 1991 and 1992, in order to create some financial and administrative freedom for decisions by the new Central Committee, cannot be achieved without making fundamental choices about programmes and services. The General Secretary had shared some of the considerations at hand during the Oslo Finance meeting.

For this reason the Sub-committee wished to encourage the work of the group mentioned above in assisting the General Secretary in assessing the hard choices that have to be made in the coming months. It therefore recommended that a careful review be made of the group reports from the Oslo Finance meeting and that decisions made link the concerns expressed around funding, programme modification and relationships with member churches. The results of these decisions should be presented together with the proposed 1991 and 1992 budgets at the February 1991 meeting of the Executive Committee.

The Executive Committee agreed to these three recommendations.

The Sub-committee asked the Executive Committee to record that the overall intent of the budget procedures given below is to provide the new Central Committee with a stable financial situation which will permit it to translate the assembly's recommendations into programme follow-up.

The final detailed budget for 1991 will be presented to the next meeting of the Executive Committee.

For the 1991 budget:

a) The basis for the total amount of expenses in the 1991 budget is Sfr 37,337,949, this being the currently projected income for the year.

b) Preparation of the 1991 budget demands that all sub-units, Central Services and offices whose costs are distributed, comply with the request of the General Secretary to provide a written indication as to how they can reduce their costs by 15% below the level previously projected, together with an indication of the impact such an adjustment will have on the programme, operations or services of that office.

c) Actions taken to develop the 1991 and 1992 budgets must permit the development of a 1993 budget based on stable and recurring financial resources.

d) In light of other actions taken during this meeting, it is noted that the deficit on the JPIC operating budget and part of the deficit on the JPIC convocation have been referred to the budgetary process within Unit II.

e) At the February 1991 meeting of the Executive Committee, the General Secretary may propose adjustments which call for a judicious use of operating balances over the 1991-1993 period as expenses are aligned with the income basis of the budgets. In so doing, the policy of the Council that funds which are more designated be used prior to those less designated should be respected.

For the 1992 budget:

a) The Sub-committee received preliminary projections for the 1992 budget. In light of discussion and actions taken on the 1991 budget, the Sub-committee would expect to receive at its February 1991 meeting a 1992 budget which reflects financial stability.

b) Any non-recurring income proposed for use in support of the 1992 budget must be part of a judicious use of operating balances over the 1991-1993 period as expenses are aligned with the income basis of the budgets.

c) The initial basis for the overall size of the 1992 budget should be the 1991 budget as revised and the level of projected income for 1992.

11. Assembly Finance Committee items

At its meeting in March 1990, the Central Committee asked that the Finance Sub-committee at this meeting of the Executive Committee provide some suggestions for membership in the Assembly Finance Committee; a list of names has thus been prepared and will be shared with staff. It was noted as extremely important that all regions be represented in this Committee. As members of the Assembly Finance Committee will be given specific responsibilities in regard to section work, it is also important that all sections are represented in its membership.

The Sub-committee discussed the style and content of the Preliminary Report to the assembly by the Finance Committee Moderator with the understanding that it will come early in the programme.

In discussing the agenda and purpose of the Assembly Finance Committee, the Sub-committee noted a lack of clarity as to how the financial reality of the Council and the work of the Finance Committee would affect and be affected by the parallel work of the Programme Policy Committee. To ensure responsible integration of these concerns, the Sub-committee recommended that, in preparing the agenda for the Programme Policy Committee, an early opportunity be provided for a briefing on the finances of the Council and, further, that a subsequent opportunity be scheduled prior to finalising the Report of the Programme Policy Committee to share with the Finance Committee an indication of how the Programme proposals reflect this financial understanding.

The Executive Committee agreed.

12. Visser 't Hooft Endowment Fund

The Sub-committee received a document prepared at the request of the Visser 't Hooft Endowment Board during its meeting in September, which included two substantive requests for discussion and action by the Executive Committee. The first of these is recommended by the Sub-committee: that the Executive Committee reaffirm the WCC's understanding of the urgency and importance of building this new resource 'to encourage and support those opportunities and experiences which nurture in young people their commitment and capacity to take responsibility for the renewal of the churches and for the unity of the human family'.

The second request was for financial assistance of up to Sfr 500,000 to provide the Endowment Board with a staff capacity to capitalise the Fund as originally intended.

Members of the Sub-committee expressed regret over the lack of information and time to have adequate dialogue with the Visser 't Hooft Board as to the specificity of their efforts and their understanding of the liability the Council would assume. The Sub-committee expressed the belief that, given the financial constraints on the Council, it was not feasible to assume this additional financial commitment.

The Sub-committee on Finance recommended that the Executive Committee express its appreciation to the Visser 't Hooft Board.

The Executive Committee agreed.

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On behalf of the Finance Sub-committee, Dr McCloud expressed thanks to the staff of OICD and the Finance Department, particularly to Ms Midge Béguin-Austin and Mr Hugh Pettingell. He also expressed appreciation to Rev. Jean-Pierre Jornod for his assistance during the inter-regnum period, and welcomed Rev. Michael Davies in his capacity as Assistant General Secretary for Finance and Administration. He also thanked those sub-unit Directors who had attended the Sub-committee's sessions for their helpful contribution.

12. REPORTS ON SITUATION IN EASTERN EUROPE

A. Ukraine

Archbishop Kirill gave a full report on the current situation in the Ukraine where the conflict between the Orthodox and Catholics of the Eastern rite - originating in the 16th century - continues. In January 1990 a meeting took place between representatives of the Vatican and the Moscow Patriarchate which agreed to set up a four-sided commission to work towards a solution of the conflict. Several problems were solved.

But in spring 1990 the nationalist party came to power in several regions of the Ukraine and ordered that the people be Catholic, not Orthodox, with the result that the Orthodox churches have been taken away and handed over to the Catholics, while the Orthodox are no longer permitted to celebrate worship.

A further meeting between representatives of the Vatican, the Moscow Patriarchate and the groups in the Ukraine took place in September, but no satisfactory conclusion was reached.

Archbishop Kirill pointed out that this inter-confessional conflict is causing great suffering and is posing a threat to the unity of the Ukrainian nation. He said that the role of the WCC in helping to overcome the problem could be to provide clear and unbiased information about the situation among the wider Christian community. The whole spectrum of Orthodox and Catholic relations is involved, not only the problem between Orthodox and Uniates in the Ukraine and other countries of Central Europe.

The General Secretary noted that until now it had been considered wise for the international community to refrain from action on an issue which was seen as related to one area. Now it has become clear that some action on a wider level could be helpful, and efforts must be made to clarify what kind of support can be given.

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B. German Democratic Republic

Bishop Hempel spoke about the changes taking place in the GDR as the time for reunification drew nearer. Although the church affirms the importance of reunification, the pace at which things are happening is too fast to prepare for it sufficiently. Some of the experiences of the past years should be taken along - for example, socialism has posed important questions but has not produced the right answer. A change of system is not enough - there has to be a change of paradigm on questions of survival. In the new freedom the task is not for the church to integrate itself into society but into the conflicts of society.

Economic bankruptcy is another reason for the speed at which things are moving. It has been necessary to accept the West German structure of economy along with its currency, and it is difficult for the church to remain legally separate from the reality of society. In West and East things have developed differently both

in society and in the churches over the past 40 years, and though there is no wish to be separate again, those in the East do not want simply to accept everything that comes with the West.

In a year's time the Federation of Churches in the GDR will cease to exist and the churches will become a part of the EKD. But even that change cannot happen so quickly and the support of the ecumenical community will be very important. Bishop Hempel said they would rely greatly on advice from the wider community in this transition period, and he urged friends to visit them as they move into the future.

DATE OF NEXT MEETING

The final meeting of this Executive Committee will take place in Canberra immediately prior to the Seventh Assembly, from 4-6 February 1991.

CLOSING ACTIONS

The Moderator expressed thanks to all who were involved in the arrangements for this meeting and who helped to make members of the Executive Committee feel welcome:

From the Church of Norway:

- Rev. Trond Bakkevig, General Secretary of the Council on Foreign Relations
- Bishop Georg Hille, who preached the sermon at the Opening Worship
- Mr Per Voksoe, Moderator of the Council on Foreign Relations
- Mr Björner Moltubakk, responsible for logistics and transport,
- Ms Björg Paulsen and Mr Thom Arne Hellershia from the staff;

From the church at Gran:

- Prost Ingemann Ellingsen, for his welcome and for allowing us to worship in his church,
- Mrs Kari Lette Pollestad Moghaug, church organist, and other musicians who led evening prayers,

From the Granvollen Centre

- Mrs Inger Helene Klophus and Mr Ole Anton Klophus, the 'house parents', for their hospitality, and the staff of the Centre,

WCC staff

- Ms Brigitta Botros, Conference Secretary,
- Mr Vassili Makhnev, Ms Renate Sbeghen and Ms Ursula Zierl, interpreters
- Ms Rosemary Green, minute-writer,
- Ms Jean Stromberg

ATTENDANCEPRESENT

Presidents: Landesbischof Dr Johannes Hempel
 Most Rev. W. P. Khotso Makhulu
 Very Rev. Dr Lois M. Wilson

Officers: Rev. Dr Heinz Joachim Held (Moderator)
 Dr Sylvia Ross Talbot (Vice-moderator)
 Rev. Dr Emilio Castro (General Secretary)

Members: Ms Annathaie Abayasekera
 Mr John H.Y. Briggs
 Rev. Puafitu Faa'alo
 Ms Joyce Kaddu
 Archbishop Kirill of Smolensk
 Dr Janice Love
 Rev. Dr J. Oscar McCloud
 Ephorus Dr Soritua A.E. Nababan
 Rev. Meinrad Piske
 Ms Jean Skuse
 Dr Aaron Tolen
 Bishop Dr Karoly Toth
 Mr Per Voksoe

Consultants: Rev. Dr Avery Post
 Archbishop Serguei of Solnechogorsk
 Grand Protopresbyter Dr Georges Tsetsis

Guests: Ms Dorothea Hempel
 Ms Margaret Post
 Dr Arthur Van Eck
 Ms Van Eck
 Rev. Dr Roy Wilson

Staff: Rev. Wesley Ariarajah
 Ms Midge Béguin-Austin
 Rev. Joan Campbell
 Rev. Michael Davies
 Rev. Christopher Duraisingh
 Rev. Günther Gassmann
 Rev. Wesley Granberg-Michaelson
 Rev. Jean-Pierre Jornod
 Mr Jan Kok
 Mr Ninan Koshy
 Dr James Mutambirwa
 Rev. Jacques Nicole
 Ms Mercy Amba Oduyoye

Mr Oh Jae Shik
 Rev. William Perkins
 Mr Hugh Pettingell
 Dr Klaus Poser
 Mr Günter Rath
 Prof. Todor Sabev
 Rev. Carlos Sintado
 Ms Ruth Sovik
 Ms Jean Stromberg

Interpreters: Mr Vasily Makhnev
 Ms Renate Sbeghen
 Ms Ursula Zierl

Minute Writer: Ms Rosemary Green

Administration: Ms Brigitta Botros

APOLOGIES

Presidents: Dame Nita Barrow
 Dr Marga Bührig
 H.E. Metropolitan Dr Paulos Mar Gregorios
 His Beatitude Ignatios IV

Officer: His Eminence Chrysostomos, Metropolitan of Myra

Members: His Eminence Antonie, Metropolitan of
 Transylvania
 Archbishop Athanasios of Beni Souef
 Mr Bena-Silu

MEMBERSHIP OF SUB-COMMITTEESSub-committee on Programme

Metropolitan Chrysostomos	Moderator	(absent)
Metropolitan Antonie		(absent)
Dr Marga Bührig		(absent)
Metropolitan Dr Paulos Mar Gregorios		(absent)
Landesbischof Dr Johannes Hempel		
Patriarch Ignatios IV		(absent)
Ms Joyce Kaddu		
Dr Janice Love		
Ephorus Dr Soritua A.E. Nababan		
Dr Aaron Tolen	Acting Moderator	

Sub-committee on Finance

Rev. Dr J. Oscar McCloud	Moderator	
Mr Bena Silu		(absent)
Rev. Puafitu Faa'alo		
Ms Jean Skuse		
Mr Per Voksoe		
Very Rev. Dr Lois Wilson		

Sub-committee on Staffing and Nominations

Dr Sylvia Ross Talbot	Moderator	
Ms Annathaie Abayasekera		
Archbishop Athanasios		(absent)
Dame R. Nita Barrow		(absent)
Mr John H.Y. Briggs		
Archbishop Kirill		
Most Rev. W. Khotso Makhulu		
Rev. Meinrad Piske		
Bishop Dr Karoly Toth		

	MORNING		NOON	AFTERNOON		EVENING
	9.30 - 11.00			14.30 - 16.00	16.30 - 18.00	20.00
THU. 7		W		PLENARY 1	PLENARY 2	
FRI. 8	7.45 - 8.15	8.45 - 10.15		PLENARY 3	PLENARY 4	
		10.45 - 12.15				
SAT. 9	W	S	CTE	PLENARY 5		
SUN. 10		9.30			18.30	
		W			Gathering under the Southern Cross	
MON. 11	W	SS	CTE	PLENARY 6	PLENARY 7	20.00
						JPIC Event
TUE. 12	W	SS	CTE	PLENARY 8		(Pacific event)
WED. 13	W		CTE	PLENARY 9	PLENARY 10	(Aboriginal concert)
THU. 14	W	SS	CTE	S	S	(R)
FRI. 15	W	SS	CTE	PLENARY 11	PLENARY 12	(Women's event)
SAT. 16	7.15 East Orth. Liturgy	W	CTE			
SUN. 17	VISITS TO LOCAL CONGREGATIONS					
	7.45 - 8.15	9.45 - 11.15	11.45 - 13.15	14.30 - 16.00	16.30 - 18.00	20.00
MON. 18	W	PLENARY 13	PLENARY 14	PLENARY 15	PLENARY 16	Reserved
TUE. 19	W	PLENARY 17	PLENARY 18	PLENARY 19	PLENARY 20	Reserved
WED. 20	W	PLENARY 21	PLENARY 22	PLENARY 23	17.00	Reserved
					W	

W

WORSHIP



Official Assembly Programme



PLENARY SESSION



COMMITTEES



SECTIONS



SUB-SECTIONS



REGIONAL MEETINGS



REGIONAL SUB-GROUPS OF SECTIONS

WCC SPECIAL FUND TO COMBAT RACISMLIST OF PROPOSED ALLOCATIONS FOR 1990I. GROUPS OF THE RACIALLY OPPRESSED

	<u>US Dollars</u>	
<u>AFRICA</u>		
1. African National Congress ANC *	141.000	
2. Pan Africanist Congress of Azania *	<u>94.000</u>	235.000
<u>ASIA</u>		
<u>India</u>		
3. Dalit Liberation Education Trust	10.000	
<u>Japan</u>		
4. National Christian Coalition for Anti-Fingerprinting Concerns *	6.000	
5. National Conference of Minority Peoples in Japan *	6.000	
<u>Philippines</u>		
6. Cordillera People's Alliance	<u>6.000</u>	28.000
<u>OCEANIA</u>		
<u>Australia</u>		
7. Wangka Maya, Pilbara Aboriginal Language Centre *	6.000	
8. Uniting Aboriginal & Islander Christian Congress, W. Australia	3.000	
<u>Aotearoa/New Zealand</u>		
9. Awaroa Ki Manuka	6.000	
10. Kia Mohio Kia Marama Trust *	5.000	
11. NFIP/Pacific Concerns Resource Centre	6.000	
12. Waitangi Action Committee *	<u>6.000</u>	32.000
<u>EUROPE</u>		
<u>Federal Republic of Germany</u>		
13. Black(Afro) German Women	5.000	
14. Coordination des Associations Démocratiques de l'Immigration Marocaine en Europe *	4.000	
15. Initiative Schwarze Deutsche (ISD) *	10.000	
16. Federation of the Workers' Associa- tion from Kurdistan in FRG (KOMKAR) *	6.000	
17. Zentralrat Deutscher Sinti und Roma * (last time)	1.000	
<u>France</u>		
18. Fédération des Travailleurs d'Afrique Noire Immigrés (FETRANI) *	6.000	
19. Mouvement pour la Défense des Droits de la Femme Noire (MODEFEN) *	<u>6.000</u>	
carried forward	38.000	295.000

brought forward	38.000	295.000
<u>The Netherlands</u>		
20. Coordination des Associations Démocratiques de l'Immigration Marocaines en Europe *	4.000	
<u>Romania</u>		
21. Romani Federacjia (Ethnic Federation of Romanies)	10.000	
<u>United Kingdom</u>		
22. Abasindi Cooperative *	4.000	
23. African Women's Welfare Association	6.000	
24. Association of Black Clergy	10.000	
25. Claiming the Inheritance *	2.000	
26. Evangelical Christians for Racial Justice *	6.000	
27. Refugee Forum	4.000	
28. Scottish Asian Action Committee *	6.000	
29. Transport Workers Legal Action Committee	<u>7.000</u>	97.000
<u>LATIN AMERICA</u>		
<u>Brasil</u>		
30. Centro Educacional Quilombo Ltda e Associação Cultural Joao Candido *	5.000	
31. Coletivo de Mulheres Negras da Baixada Santista	5.000	
32. Grêmio Recreativo de Artes Negras	5.000	
<u>Costa Rica</u>		
33. Coordinadora de Pastoral Aborigen(COOPA)*	6.000	
<u>Peru</u>		
34. Asociacion para la Investigacion y Desarrollo de Las Civilizaciones Afro Negras PALENQUE	5.000	
35. Grupo Cultural Yuyachkani *	3.000	
36. Movimiento Negro Francisco Congo (MNFC)*	<u>2.000</u>	31.000
<u>NORTH AMERICA</u>		
<u>Canada</u>		
37. Native Women's Association of Canada*	6.000	
38. World Council of Indigenous Peoples*	3.000	
<u>USA</u>		
39. Association of Haitian Workers *	6.000	
40. Black Consciousness Movement	5.000	
41. Clarence M. Mitchell Jr Memorial Fund Inc. (prev. Legal Defense Fund, Inc.) *	10.000	
42. Gathering of the Peoples Group (GPG)	6.000	
43. People United to Lead the Struggle for Equality *	6.000	
44. Training and Research Institute on Migration (TRIM)*	<u>6.000</u>	<u>48.000</u>
<u>Total proposal for 44 Racially Oppressed Groups</u>		<u>471.000</u>

II. SUPPORT GROUPS

	<u>US Dollars</u>	
<u>ASIA</u>		
<u>Japan</u>		
1. Japan Anti-Apartheid Committee *		3.500
<u>EUROPE</u>		
<u>Belgium</u>		
2. Action Committee on Southern Africa *	2.500	
3. Service Social des Etrangers ASBL *	3.000	
<u>Federal Republic of Germany</u>		
4. Anti-Apartheid Movement (AAB) * and		
5. Information Centre on Southern		
Africa (ISSA) *	4.000	
<u>France</u>		
6. Groupe d'Information et de Soutien des		
Travailleurs Immigrés (GISTI) *	2.000	
7. Mouvement Anti-Apartheid *	3.000	
<u>Italy</u>		
8. Lelio Basso International Foundation for		
the Rights and Liberation of Peoples	3.000	
<u>Norway</u>		
9. Anti-Racist Centre	3.000	
<u>Switzerland</u>		
10. Aktion Südafrika-Boykott *	2.000	
11. Movement Anti-Apartheid de Suisse		
(Branche Romande) (MAAS) *	2.000	
<u>United Kingdom</u>		
12. Newham Monitoring Project	3.000	
13. West Midlands Anti-Deportation		
Campaign *	<u>2.000</u>	29.500
<u>LATIN AMERICA</u>		
<u>Brasil</u>		
14. Comissao Ecumenica Nacional de		
Combate ao Racismo *		8.000
<u>NORTH AMERICA</u>		
<u>Canada</u>		
15. Pax Christi Canada	3.000	
<u>USA</u>		
16. American Committee on Africa (ACOA)*	3.000	
17. CANICCOR Research *	2.000	
18. Center for Democratic Renewal and		
Education Inc.*	3.000	
19. Christic Institute South *	2.000	
20. Clergy and Laity Concerned *	3.000	
21. Lutheran Human Relations Association		
of America HONOR Program *	<u>3.000</u>	
to bring forward	19.000	41.000

	<u>US Dollars</u>	
brought forward	19.000	41.000
22. National Interreligious Commission on Civil Rights (NICCR) *	3.000	
23. Southern Organizing Committee for Economic & Social Justice (SOC) *	3.000	
24. TECNICA (Institute for Technology and Development)	2.000	
25. The Washington Office on Africa *	<u>10.000</u>	<u>37.000</u>
<u>Total proposal for 25 Support Groups</u>		<u>78.000</u>
I. 44 Groups of the Racially Oppressed		471.000
II. 25 Support Groups		<u>78.000</u>
<u>Total Allocations proposed for 1990 for 69 applicants</u>		549.000 =====

*) Groups which have received grants in former years

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LONG-RANGE PLAN FOR BALANCING STAFF

EVALUATION REPORT

In March 1986, the Executive Committee set up an Ad Hoc Committee on Staffing Issues

"to provide long-range plans for balancing the composition of of staff with regard to regions, sub-regions, confessions and gender", "and to review a document on proposed personnel procedures for staff in grades 6-10".

The members were Dr Barrow, Dr McCloud, Dr Nababan and Dr Tolen.

The Committee reported its findings in September 1986, and the Executive Committee decided to approve the revised Staffing Procedures as presented. It further approved a long-range plan for balancing staff that "suggested directions in which the WCC should move" and proposed that it be implemented in two Phases (1986-1989 and 1990-1992). The plan recommended "a number of guidelines for addressing imbalances and maintaining some degree of balance in the WCC staff in Phase I. These set out minimum and maximum numbers for each region", as well as "some priorities for redressing regional, sub-regional, confessional and gender imbalances".

In 1987, the Central Committee "encouraged the Executive Committee to continue to monitor staff procedures and balances according to the principles outlined in these papers".

The Ad Hoc Committee's long-range plan on staff balances stated that "toward the end of Phase I (1989), directions should be determined for Phase II in the light of achievements during 1986-1989".

The purpose of this document is to facilitate the evaluation of Phase I by the Executive Committee and the determination of directions for Phase II.

Since their introduction, the staffing procedures were seen as an instrument that would enable the WCC to achieve the objectives of the long-range plan on staff balances. The present document, after having measured the progress made in redressing staff imbalances during Phase I, suggests some directions for Phase II.

1. Assessment of Phase I achievements

The Ad Hoc Committee's long-range plan determined four guidelines for Phase I:

a) Staff from the various regions should number between minimum and maximum figures for each region. The following table shows these figures and compares the present situation to that prevailing in 1986.

Minimum Maximum June 1986 June 1989 March 1990

Africa	10	14	10	13	12
Asia/Australasia	10	14	16	16	21
Latin America/Caribb.	5	10	6	7	6
Pacific	3	6	1	1	1
North America	12	20	20	15	14
Eastern Europe	6	10	4	3	3
Western Europe	15	20	27	16	16
Middle East	3	6	2	3	3

As shown above, the application of the guidelines during Phase I has achieved a drastic reduction in the number of staff persons from the North. Both North America and Europe have seen a very significant drop and now find themselves in the lower part of the range. The proportion of staff from the South has moved from 41% to 55%. Africa has increased noticeably, Latin America/Caribbean has added one staff member and the Middle East now has reached the minimum contingent. Two areas have not improved - the Pacific and Eastern Europe - the latter because of two unexpected staff departures. Asia/Australasia continues to be over-represented. Questions have arisen as to whether Australasia should not be counted separately (three additional staff members have been recruited from that sub-area since June 1986).

b) Sub-regional imbalances should be corrected, with emphases on

Asia: Burma/Indonesia/Malaysia/Singapore/Thailand
 Latin America: - at least 1 from Caribbean
 - Brazil
 Europe: countries not yet represented on staff
 North America: Canada - Orthodox

- Asia has now one staff member from Malaysia.

- The Caribbean now has two members of staff, but Brazil is not yet represented.

- No staff have been recruited from European countries that were not then represented and there are no longer any staff from Denmark.

- North America now has added a second staff person from Canada, but there are still no Orthodox from North America.

c) The number of Orthodox, Baptist and Lutheran staff should be increased.

- The Orthodox objective was 12 by the year of the Seventh Assembly. With the unexpected departure of three Orthodox staff in this last year, prior to the expiration of their contracts, it is now apparent that this objective will not be reached. Had this not occurred, we would only be one short of the target (11 against 8 in June 1986) with two more years to go.

- Baptist staff have increased from 2 to 4, while Lutheran staff have decreased from 12 to 5.

The affirmative hiring practices on confessional balance have therefore been relatively effective, except for Lutherans. There has been a serious reduction of North American and European staff. The early departure of three Orthodox staff, however, warrants a renewed emphasis on the hiring of Orthodox.

During Phase I, the number of Anglicans has declined from 10 to 7 and of Reformed from 21 to 16. 3 Pentecostals have joined the staff.

d) 33% of staff appointed during Phase I should be women.

From 1986 to 1989, out of the 30 programme staff appointed, 13 are women (43%). The total percentage of women among programme staff has now reached 32.43% as against 21.95% in June 1986. The Core Group meeting in Montreux in January 1984 had set as a goal that at least 33% of programme staff be women by the next assembly. Some problems remain in grades 8 and 9 where the percentage of women staff is still low.

2. Directions for Phase II

On the basis of the above results, the Executive Committee will need to consider the directions to be followed in Phase II.

Some of the directions of Phase I could be reaffirmed while others may have to be adjusted. Clearly, the guidelines of Phase I have helped WCC move in the right direction. This is specifically true in achieving a better balance between North and South and between genders. So the Committee reaffirms the achievement gained by following the policies set in Phase I.

However, some of the directions have not been achieved. Orthodox representation is still unsatisfactory although this was not due to lack of affirmative action in recruitment and hiring. Some regions are still not sufficiently represented (Pacific, Eastern Europe).

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Proposals for action as agreed by the Executive
Committee can be found on pages 45-46.

NOTES ON WCC/RCC RELATIONSHIPS

I

1. The Central Committee of the WCC, at its meeting in March 1990, received the Sixth Report of the Joint Working Group (JWG) and made recommendations concerning the follow-up of the discussion on relationships with the Roman Catholic Church (RCC).

The Central Committee transmitted the Sixth Report of the JWG to the member churches, asking them to study it and send in their reactions, giving specific attention to the proposals for future work, as well as to two theological papers on **The Church**, local and universal, and the **Hierarchy of Truths**.

The Central Committee requested the Executive Committee to prepare the discussion on the Sixth Report and on every aspect of relationships with the RCC which should take place during the Canberra Assembly. In particular, it asked the Executive Committee to evaluate the difficulties in the field of collaboration on social thought and action, including those arising in the JPIC process.

2. Since April 1990, some reactions have been received affirming the Sixth Report and expressing concern about difficulties in the area of social collaboration, problems with Greek-Catholic (Uniate) Churches, and discomfort with the recent **Instruction on the Ecclesial Vocation of the Theologian**.

3. In August 1990, the WCC General Secretary received the official response of the Pontifical Council for Promoting Christian Unity (PCPCU) to the Sixth Report of the JWG, signed by the PCPCU President, Archbishop Edward Cassidy. The letter approves the Sixth Report and makes suggestions regarding further collaboration (see page 84 ff).

4. At the request of the JWG, an ad hoc meeting on WCC/RCC collaboration on Social Thought and Action took place in Geneva in June 1990, attended by seven members of the JWG, eight representatives of WCC programme units, and a former staff member of SODEPAX; the WCC General Secretary, Dr. Emilio Castro, took part in the discussion on WCC/RCC collaboration on JPIC. Since the meeting dealt with several important matters, an account of the discussions is provided below to enable further steps and decisions to be taken by WCC governing bodies.

A. Historical review and perspectives on joint endeavours

i) The ad hoc meeting evaluated the experience of SODEPAX, which had both positive and negative aspects. According to Rev. T. Tschuy a former staff member of SODEPAX, this experimental instrument for ecumenical collaboration in the area of society, development and peace, met with serious difficulties in the 1970s, mainly due to:

- different outlooks and structures of the two parent bodies;
- a narrowing of the agenda (e.g. issues such as sexism, racism and the population explosion were excluded);

- lack of funds;
- the realisation that the aims and methods of work should have been better spelled out at the outset.

Bishop Jorge Mejia, Vice-president of the Pontifical Council Justice and Peace (PCJP), felt that SODEPAX had provided opportunity to get to know each other better and to learn more about our different contexts. By growing together we have become more aware of the fact that any engagement in social problems must be grounded on doctrine.

ii) The Joint Consultative Group on Social Thought and Action (JCG), set up in 1980 but whose mandate came to an end in 1988, experienced similar difficulties.

iii) A number of questions arose from these presentations, such as: where are the lines of convergence whereby we can renew our collaboration which has faltered but not stopped? Does the fact that the Vatican is also a state create a special difficulty? Should we put more emphasis on collaboration at regional and/or local level rather than internationally? How is doctrinal thinking transmitted into the constituency - among people at local level? Where there is collaboration at local level, why are the central structures - Rome and Geneva - not taking cognizance of this? Is it fair to say that in view of the nature and character of the WCC and the RCC, the WCC uses a contextual approach while the RCC is guided by the magisterium and pastoral orientation? The WCC can only speak to its member churches, not for them, whereas the RCC speaks for its churches.

iv) It was reiterated that the two bodies are different in nature; the WCC does not necessarily have its own doctrinal thinking, but it does have to respond to issues challenging us today. Lines of thought can be traced through the different themes of WCC work and reflection but these are not really comparable with doctrinal statements of the RCC. It is important to seek common ground. One of the tasks of the ecumenical movement, and of the WCC as one of its instruments, is to help the churches so that their social doctrine can become coherent in light of all the efforts towards unity. Theological reflection needs to be related to social action.

v) The question was asked whether there is too much focus on trying to achieve common pronouncements, as there are other ways in which we can mutually influence each other's work on a particular issue: for example, the considerable work on the debt crisis by CCPD's Advisory Group on Economic Matters was taken into account in the paper prepared on the subject by PCJP; likewise the Encyclical "Sollicitudo Rei Sociales" has been helpful for the JPIC process. Is this use of each other's material not more feasible than trying to produce joint statements? Yet, the churches are waiting for us to speak together and cannot understand why we do not do so. More transparency is needed in our procedures.

vi) More attention should be given to what is expected from a particular effort at collaboration. Areas for collaboration must first be identified and agreed upon, while procedures and methods are also very important. There must be agreement on methodology before embarking on the process.

vii) We cannot ignore the changing situation in the world, e.g. Eastern Europe. Social teaching must be developed taking account of local situations.

viii) RC participants pointed out that the Pontifical Council for Promoting Christian Unity (PCPCU) should be seen as the WCC's first partner on the RCC side and the channel through which the World Council ought to seek advice, to promote cooperation and to establish official contacts with other RC partners and representatives.

It was suggested that renewed efforts be made to arrange mutual visits of staff from WCC and the Vatican to facilitate personal contacts and better understanding of each other's structures, programmes and working methods.

B. Collaboration on JPIC

i) The discussion dealt with the process of collaboration, the difficulties encountered with regard to terms such as 'conciliar process' and 'covenanting', and with the participation of movements per se, etc.

WCC staff outlined the JPIC experience since 1987. At that time it was not anticipated that movements would be invited to Seoul but rather that representatives would be appointed by churches. Terms like 'conciliar process' and 'covenant' would be avoided. However, in the period when the response from the RCC on the question of possible co-sponsorship was awaited, a plurality of participation developed which disrupted the church-centredness, and resulted in Seoul being a people's event with participants rather than representatives. Problems arose in Seoul because of the differing regional perceptions.

ii) In response RC representatives stated that there must be more awareness of the need to define precisely what is possible amongst us. It is not helpful to aim at a project greater than we can handle and thus place ourselves in such a difficult position that the collaboration fails. How far is it possible for us to collaborate at this point? What is possible in 1990 is not necessarily the same as what was possible in 1967 when SODEPAX was created. We must start with what is possible today.

The first draft document on JPIC was not acceptable to the RCC because it was not sufficiently grounded in theology. There were problems too regarding the meaning and content of terms such as 'conciliar process' and 'covenanting', the need to have more reference to the doctrinal side, the absence of Faith and Order in the preparations for Seoul, problems of communication, the unclear status of the JPIC Final Document and ways to respond to it, the WCC's attitude towards movements.

WCC participants responded to these comments, with particular reference to the JPIC theology, the role and variety of movements, their contribution to mission and renewal and their commitment to JPIC. Reference was also made to the positive experiences of RC participation in the process leading to the Convocation in Seoul and during that event.

iii) The WCC General Secretary explained that, once the RCC decided not to co-sponsor the Convocation, the event could not have the characteristics of a meeting that was co-sponsored. In any future efforts it must be clear from the beginning that it is not a question of the RCC co-sponsoring an event with the WCC but with the family of churches that belong to the WCC. He pointed out that the WCC has no official theology of its own, but it is not true that the WCC and the ecumenical movement do not formulate theology through the many convictions that have developed through ecumenical collaboration. The WCC must take more seriously the need to learn from Church tradition and history. For the future, we must encourage the participation of the whole life of the church in the process towards common commitment.

iv) Attention was called to the fact that young people today are challenged by the need to find new ways to collaborate, not only at local level but through preparations for the Global Youth Gathering. Good cooperation is taking place at local level and young people are expressing a sense of vision: we need to listen to their message now and not wait until after Canberra.

v) Participants were reminded that there are many other programmes in WCC sub-units, especially in Unit II, which relate to social thought and action. They need to be related together more coherently in the future and should be open to collaboration with RC partners. JPIC should not be the only focus of collaboration from conclusions should be drawn.

C. Proposals for new steps in the area of social collaboration

i) One of the suggestions with reference to future joint work was that a joint study meeting be organised, under the auspices of the JWG, on *Sollicitudo Rei Sociales* and the JPIC/Seoul Final Document as the latest products of Roman Catholic and WCC social thought and action. This should take place after the WCC Canberra Assembly to allow for the outcome of the Assembly regarding JPIC to be incorporated.

Such a meeting could focus on questions such as: Where do Roman Catholic social teaching and the ecumenical debate on social issues come to similar conclusions? On what issues do they converge and diverge, what issues need more joint attention? etc.

The main purpose would be to take stock of where we are in our thinking, analysis and assessment of the role of the Church, church-related organisations and individual Christians regarding social issues. This meeting (and possibly any resulting report) could be seen as an ecumenical contribution to the centennial celebration of the encyclical Rerum Novarum.

ii) It was noted that many people have difficulty understanding the problems experienced at official level when cooperation is taking place at local level. To what extent are we facilitating and encouraging a spirit of cooperation, and what is the most useful role we can play? Several possibilities offer themselves for joint response and possible collaboration: new changes in the world, particularly in Eastern Europe; the search for new models of society; the challenge of the global ecological crisis; common responses to the year "2000".

iii) There was a common understanding that comparing WCC and RCC documents on social thought and action could help to clarify major issues and to find ways of overcoming the difficulties we have today. Both studies and action should be undertaken and the details and planning discussed carefully.

iv) There are several areas where cooperation is taking place, for example in relation to CICARWS and RC bodies such as Cor Unum and Caritas Internationalis, but even here further partners need to be identified and methods clarified. Three lines need to be distinguished: (1) where there can be an immediate response to a need, with cooperation wherever possible; (2) where there is an area that is of particular sensitivity for the WCC and the RCC, such as the Uniate issue, where clearance is required to see that any cooperation fits into the framework of the partner; (3) where the RCC can respond quickly because it is in the majority situation in the area of need - e.g. Poland - and where little interest is shown in any ecumenical cooperation.

v) The meeting was seen as helpful in setting out the issues, and hope was expressed that the follow-up would pave the way towards a real collaboration in social action. The RC representatives reaffirmed the commitment of their church "to collaborate with the WCC all across the board: on doctrinal matters towards unity, as well as in the field of social thought and action .. without collaboration we would be failing in our Christian calling".

II

In light of the Central Committee discussion in March 1990, of reactions received to the Sixth Report of the JWG including the letter from Archbishop Cassidy, and the meeting on Social Thought and Action, the following notes are offered as a basis for an assessment of WCC relationships with the Roman Catholic Church:

1. Relationships on the level "Geneva"/"Vatican"

Since Vancouver, these relationships indicate trends towards more frequent personal contacts and increased collaboration between WCC sub-units and Vatican departments. This has led to more extensive RC participation in WCC meetings and consultations.

In spite of this development, the WCC considers that collaboration is still limited, both in terms of partners involved and insufficient RC reciprocity. The JWG should give greater attention to these issues, particularly while taking up the new proposals for joint endeavours on social thought and action, involving the WCC's Unit on Justice and Service, the sub-unit on Church and Society and other sub-units with corresponding partners in the RCC.

2. Relationships between WCC member churches and the RCC at local level

In the course of the 1980s, ecumenical relationships at local level have improved slightly and been more active. This applies particularly to countries where Roman Catholics are comparable numerically or are in the minority. In many parts of the world the ecumenical

situation has not changed; in some areas, collaboration has seen a certain stagnation; while in Eastern and Central Europe relations between Orthodox and Roman Catholics of Eastern rite (Uniates) have deteriorated. The Central Committee expressed concern about this last question and asked the JWG to explore possible ways in which the WCC could be of assistance.

Spiritual ecumenism is a basic task. The JWG should be more involved in assessment and promotion of local ecumenism and inter-church relations.

3. Cooperation in NCCs and REOs

In this same period, cooperation between churches within the WCC fellowship and the RCC has increased through shared membership and work in some 40 national councils of churches and regional ecumenical organisations. By further strengthening this interaction with NCCs and REOs the WCC would enrich its experience and enhance its relationship with the RCC. This requires greater attention by the WCC in collaboration with NCCs.

4. Factors that influence the relationships

The WCC member churches and the RCC have faced together, but also separately and in isolation, the challenges of division, the quest for visible unity, and mission. The JWG has very little space and means to influence relationships at local, national and regional levels. The JWG mandate, its framework and minimal financial resources, have limited its operation to the international/ "central" level of Geneva/Vatican. Nevertheless it has dealt with basic ecclesiological, moral and pastoral issues such as **The Church - local and universal**, new sources of division, and mixed marriages, which have wider implications for constituencies. The interest shown in these studies by ecumenical bodies also indicates their value and potential.

Positive steps and achievements have been accompanied by a certain hesitation and difficulty in collaborating, which leads to frustration and immobilisation, suffering but also compassion. This is due to several factors such as: differences in doctrinal and ethical questions; different approaches to social and political issues; the self-understanding of the RCC, its mode of operation and exercise of authority. Closely related to this is the perception of the 'variety of theological streams found in the WCC's member churches', their diverse experiences of relationships with the RCC and the quality of their commitment to the ecumenical cause.

The JWG has fully discussed the 'differences in nature' of the two parent bodies and concluded that this should not be used as a deterring factor in collaboration, especially in the area of social thought and action.

5. Future collaboration, mandate and role of the JWG

The Central Committee briefly considered these questions and generally affirmed the proposals in the Sixth Report of the JWG.

a) The Central Committee asked that the "consultative" status of the JWG be redefined. It is evident that the JWG is not a policy-

making body but must be able to monitor collaboration at all levels and provide counsel on major issues regarding WCC/RCC relations. Its primary purpose will be to promote, monitor and coordinate relationships and cooperation between the RCC and the WCC on the official, structural level. Such a task must be located and informed by the wider context of relations between member churches of the two parent bodies on regional, national, and local levels. Particular attention should be given to local ecumenism, problems which hinder inter-church relations, concerns of minority churches and the promotion of ecumenism within various movements. For the Joint Working Group this will require sharing of information, common reflection, and more specifically the taking up of concerns which are common to wider ecumenical relationships.

A major focus of the JWG should be more intensive work on social issues. This should take into account past experience of collaboration and be implemented in terms of common study (in the framework of the JWG), clarification of procedures and methodologies, and suggestions for and encouragement of different forms of collaboration on social thought and action.

Another specific focus of the JWG should be to follow developments in bilateral and multilateral dialogues, to assess their implications for strengthening relationships and visible unity and to make concrete proposals to the parent bodies.

b) Within the three priority areas - the ecclesiological dimension of ecumenical work; ecumenical education and formation; common witness and vision - a number of concrete issues are listed in the Sixth Report and were supplemented as a result of the Central Committee discussion as follows:

- visible unity and common witness;
- a theological study on ethical issues as sources of division, and on the limits of ethical diversity;
- mixed marriages, with careful attention to the difficulties remaining in many regions of the world;
- interaction between bilateral and multilateral dialogues in regular collaboration with the Faith and Order Commission;
- reciprocity in the participation of the RCC in the activities of the WCC and in the participation of the WCC in the activities of the RCC. (CC Minutes, March 1990, p.83)

These are not to be seen as separate themes for studies by the JWG but rather as challenges and problems, emphases and dimensions of work in the priority areas. The JWG should concentrate on a maximum of three questions, such as

- the ecclesiology of communion and the unity we seek;
- ecumenical education/formation;
- social thought and action (as described above), to be combined also with previous work on ethical issues.

c) The membership of the JWG should include more representatives of different regions of the world rather than just staff members of the WCC and the Vatican. The new JWG will be appointed at the Canberra Assembly. Besides having knowledge about ecumenical relationships and experience in collaboration with the RCC, the

JWG members should be able to connect national, regional and international issues, i.e. have a holistic view of the issues with the aim of helping local ecumenism.

d) The scope and urgency of WCC/RCC relations/cooperation require adequate means, both in terms of finance and personnel: this is a basic condition for more effective work by the JWG. This purpose can best be achieved by implementation of the WCC's attempt to give greater attention to the whole area of relationships.

e) Possibilities for holding meetings in different countries should again be explored in order to stimulate local contacts and ecumenical work.

f) Better communication through publications, special visits and consultations would help to make better known the ecumenical service of the JWG, both in the WCC member churches and within the RCC. A history of the JWG on the occasion of its 25th anniversary with a critical analysis of its successes and failures would be beneficial at this stage of collaboration.

g) Reciprocity in the participation of each partner's major activities is also necessary.

PONTIFICIUM CONSILIUM AD CHRISTIANORUM UNITATEM FOVENDAM

Vatican City
17 August 1990

Dr Emilio Castro
General Secretary
World Council of Churches

Dear Dr Castro,

I have received the Sixth Report of the Joint Working Group and we have studied it carefully. It is an exact account of cooperation between the World Council of Churches and the Catholic Church and gives a faithful picture of the present state of our relations. As President of the Pontifical Council for Promoting Christian Unity I can therefore approve it.

Further to our study of the report I should like to use this letter to pass on to you certain reflections on the future of the JWG and our relations.

For a start I have to repeat our deep conviction that we must maintain and develop close relations between the World Council of Churches and the Catholic Church. The JWG is the instrument for these relations. Together we have clarified the principles on which they are based. This clarification was the first task entrusted to the Joint Working Group. Now it must continue to identify, with lucidity, courage and prudence, the areas, old and new, where co-operation can and must be developed. It must suggest how this development is to be effected. The Sixth Report has already formulated suggestions and approaches which have our approval.

I should like to stress here that the JWG is the instrument for cooperation between the Catholic Church and the World Council of Churches in the common quest for unity. Our church is committed to this. That is why we want to be responsible for nominating the Catholics who will be taking part in the various meetings, consultations and conferences organized by the World Council of Churches or for approving the invitations which the World Council of Churches is thinking of sending to certain Catholics. We have together drawn up certain guidelines on this. They will contribute to the sound development of this commitment of our church in cooperation with the World Council of Churches.

I also think this approach matches that of the World Council of Churches, the first aim of which is to "call the churches to the goal of visible unity in one faith (...) and to advance towards that unity in order that the world may believe" (Constitution, article 4).

The Catholic Church is also deeply convinced of the prime importance of agreement in the faith for progress towards unity. That is why we are directly involved in the common on-going effort in Faith and Order. Our study of the document **Baptism, Eucharist, Ministry** and the response we gave to it shows that this commitment is made in earnest. We are following with great interest the development of the Faith and Order programme and we are happy to see that the main suggestions in our response to BEM have been included in this.

But over and above Faith and Order, I should like to say it is our impression that theological thought and research in doctrine could play a great part in the other sectors of the World Council of Churches. If I raise this question it is because I think such an emphasis would greatly facilitate the development of our cooperation in a variety of fields. The second aim of the World Council of Churches is to "facilitate the common witness of the churches". If the church is to bear witness, there must be thoughtful reference to the Word of God which it is the church's mission to proclaim and to serve.

Inadequate theological reflection has been and in our view still is the reason why our cooperation and common witness in the social fields of justice and peace continue to run into so many difficulties. Is this not the lesson we must learn from the partial failure of efforts at cooperation in the programme for Justice, Peace and the Integrity of Creation?

Pope John-Paul II has frequently affirmed that he wants to see this common witness achieved as soon as possible (cf. Service d'Information 59, 1985 (III-IV, pp. 1-6) and Sollicitudo Rei socialis, note 32). I think that together we ought to be able to perceive better the new questions our world is putting to the church as this millennium draws to its close. In so many fields the pace of new developments is quickening astonishingly. As disciples of the One who is continually making all things new (cf. 2 Cor. 5:17) we must not be frightened by this. But in the light of the Word of God we must identify the new elements in our modern age, elements which the church must recognize as the product of the powerful leaven of

renewal brought by Christ; and we must also identify what is opposed to it and impedes it. The witness we must bear must help the world to discover his way, the Way.

The churches must not seem to be following the lead of changing fashions in thought. The churches should be the place where these fashions are sifted, constructively criticized or challenged. Is there not the possibility, indeed the need, for cooperation between the World Council of Churches and the Catholic Church? The Sixth Report refers to ethical questions and new sources of division. That corresponds only in part to the perspective put forward above. Moreover it would be necessary not only to avert and avoid possibilities of division but also to expand the perspective and aim at making a common contribution to the efforts of the modern world, which - for all its weariness and its frantic activity - is looking for meaning and for new, more humane ways of life.

This is an important aspect of the church's mission today. In the years ahead, might not the JWG make a special point of promoting exchanges between the Catholic Church and the World Council of Churches on their respective reflections on doctrine relating to every aspect of our constantly evolving modern world?

My thought has been that these few reflections might place the programme outlined in the Sixth Report in a broader framework.

Cordially yours,

+ Edward Idris Cassidy
 Titular Archbishop of Amantia
 President

SEVENTH ASSEMBLY REVISED BUDGET

	Original Budget	Revised Sept 90
(All figures in Swiss francs at A\$1=SF1)		
1. <u>Assembly Planning Committee</u> (meetings and travel)	285,000	240,000
2. <u>Assembly Worshp Committee</u> (meetings and travel)	108,000	108,000
<u>Worship materials</u> (worship book, music, on-site expenses)	75,000	75,000
3. <u>Assembly Office</u>	1,206,300	1,000,000
4. <u>Publications</u> (communication plan approved by APC)	1,330,000	1,330,000
5. <u>Communication</u> (staff travel, accommodation, press facilities, 3rd world subsidies)	360,060	350,000
6. <u>Participants subsidies</u> (including pre-assembly meetings)		
- Travel	1,630,000	1,630,000
- Accommodation	575,000	575,000
- Contingency	0	163,000
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	2,205,000	2,368,000
7. <u>Language Services</u>		
Interpreters/translators fees, staff costs, travel accommodation	929,968	730,500
Signing for deaf	20,000	provided
Interpretation equipment	386,500	250,000
Language stewards	107,850	under stewards
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	1,444,318	980,500

8. <u>Staff/coopted staff</u> (travel, accommodation for other than Communication and Language Service	718,650	850,000
9. <u>Stewards</u> (travel, accommodation, local expenses	647,125	585,000
10. <u>On-site and general expenses</u>		
Convention Centre rental		187,500
Convention Centre set-up		25,000
University rental		150,000
Tent rental		67,000
Tent set-up		30,000
Exhibits, decorations		100,000
Visitors programme		10,000
Children's programme		20,000
Tote bags		25,000
Buses		175,000
Security		30,000
PAWM		10,000
PAYE		10,000
Plenary programmes		50,000
Insurance		100,000
Misc.		50,000
	777,500	1,039,500
11. <u>Misc. on-site expenses</u> (equipment, furniture, supplies, printing, other	300,000	500,000
12. <u>Contingencies</u>	1,072,047 =====	1,074,000 =====
TOTAL ASSEMBLY BUDGET	10,529,000	10,500,000

